The regular meeting of the Ohio Board of Nursing (Board) was held on November 20-21, 2019 at the Board office located at 17 South High Street, Suite 660, Columbus, Ohio 43215.

On Wednesday, November 20, 2019, at 8:30 a.m., President Patricia Sharpnack called the Board meeting to order, welcomed students and guests, and requested that Board members introduce themselves. On Thursday, November 21, 2019, at 9:30 a.m., President Patricia Sharpnack called the Board meeting to order. Vice-President Brenda Boggs read the Board mission each day.

BOARD MEMBERS
Patricia Sharpnack, RN, President
Brenda Boggs, LPN, Vice-President
Sandra Ranck, RN, Supervising Member for Disciplinary Matters
Sandra Beidelschies, RN
Matthew Carle, Consumer Member (Absent Wednesday and Thursday)
Barbara Douglas, RN, APRN-CRNA
Nancy Fellows, RN
Erin Keels, RN, APRN-CNP
Lisa Klenke, RN
Deborah Knueve, LPN
Lauralee Krabill, RN
Daniel Lehmman, RN, LPN
Joanna Ridgeway, LPN

Unless noted in these minutes as exhibits, all written reports submitted to the Board are maintained in the Board office according to the Board record retention schedule.

ADMINISTRATIVE MATTERS
Board Meeting Overview
On Wednesday, the following addressed the Board: Attorney James McGovern representing Michelle Dykes, R.N., and AAG LaTwanda Moore; Karen Felts L.P.N. (pro se), AAG James Wakley; Attorney Elizabeth Collis, Karen Montgomery, R.N., AAG Charissa Payer; Attorney James McGovern, Jeanette Hawkins, L.P.N. applicant, AAG James Wakley. On Thursday, Open Forum was held at 9:35 a.m., and Executive Session was held at 9:36 a.m.

Approval of Minutes of the September 2019 Meeting
Action: It was moved by Brenda Boggs, seconded by Erin Keels, that the Board approve the minutes of the September 2019 meeting, as submitted. Motion adopted by a majority vote of the Board members present with Sandra Beidelschies abstaining.
Executive Director Report
Betsy Houchen highlighted the following from the Executive Director Report:

- The Board’s new website was launched on November 4, 2019. President Sharpnack shared that students reported the site was easy to navigate and the information was useful. The website offers a short survey for licensees and the public to provide comments and suggestions.

- The Board completed a successful renewal cycle for RNs and APRNs. There were 204,693 RNs (94%) and 19,218 APRNs who renewed (93%). Director Houchen thanked all who renewed their licenses and Board staff for the hours they worked to make this a smooth renewal cycle.

- The Board hosted the annual NCLEX Regional Conference on November 6, 2019, with approximately 129 in attendance. Evaluations were positive for the workshop and NCSBN presenters.

- Holly Fischer provided a presentation, “Reporting Violations of the Nurse Practice Act,” at the OSU Wexner Medical Center to nurse managers, human resource personnel, and attorneys. OSU requested that H. Fischer present again in 2020.

Fiscal Report
Jennifer Kahle presented the Fiscal Report.

Legislative Report
Tom Dilling presented the legislative report and summarized the status of the legislation highlighted in the written report.

NEW BUSINESS
Administrative Rule Review
On Wednesday, November 20, 2019, the Board conducted a Public Rules Hearing. The Board heard testimony from Ella Thomas, Director of Health Care Access Now, regarding career advancement for community health workers; Dr. Tracey Motter, Assistant Dean of Undergraduate Programs at Kent State University College of Nursing and Holly Ma, Director, System Nursing Education and Nurse Leader Center, University Hospitals, who provided testimony in support of the proposed removal of the two-year experience requirement for preceptors. The Public Rules Hearing concluded at 1:30 p.m.

On Thursday, November 21, 2019, the Board considered the written comments received prior to the rules hearing, and the testimony at the public hearing.

- Rules 4723-5-10, 4723-5-11 and 4723-5-21: H. Fischer reviewed the comments regarding the proposed change to remove the two-year preceptor experience requirement. Of the written comments received, one opposed the change and nine supported the change. At the public hearing, two witnesses testified to
support the change. The Board agreed by general consensus to adopt the proposed revision to eliminate the two-year requirement.

- Rule 4723-9-10: The Board received a written comment proposing changes to Rule 4723-9-10(K)(6)(a) to remove hematology from the list of APRN certifications in Section (K)(6)(a), and to revise Rule 4723-9-10(K)(6)(b), to allow an APRN to follow a written recommendation of a “board certified oncology or hematology physician to prescribe in excess of an average 120 MED per day.

H. Fischer reported that the commenter agreed to defer consideration of these recommendations to next year, which will allow for review and consideration by the Advisory Committee for Advanced Practice Registered Nursing and the Board. The Board members stated agreement with this plan for 2020.

- Rule 4723-8-08: The Board received a written comment proposing changes to the title of an application. H. Fischer reported that this change was completed in a revised rule filing on November 13, 2019.

- Rule 4723-26-01: A written comment requested that online learning be permitted for the didactic component of the community health worker training. H. Fischer reported that the commenter agreed to defer consideration of the recommendation until it could be reviewed by the Advisory Group on Nursing Education and the Board next year. H. Fischer also reviewed the comments provided at the public hearing regarding community health workers and stated that since the comments are legislative concerns, T. Dilling discussed these with the commenter in regard to legislation. The Board agreed to discuss community health workers at the April 2020 Board Retreat.

H. Fischer reported that she will attend the JCARR hearing in December, and the rules are expected to become effective February 1, 2020.

EXECUTIVE SESSION
On Thursday, November 21, 2019:
Action: It was moved by Brenda Boggs, seconded by Lauralee Krabill, that the Board go into executive session to discuss pending or imminent court action with legal counsel. A roll call vote was taken, and the Board unanimously voted to go into Executive Session with the following members present and voting: B. Boggs, S. Beidelschies, L. Krabill, E. Keels, S. Ranck, D. Lehmann, J. Ridgeway, N. Fellows, B. Douglas, D. Knueve, L. Klenke, P. Sharpnack. The Board entered Executive Session at 9:36 a.m., and reported out at 9:54 a.m.

APPROVALS
New Nursing Education Programs
ETI Technical College Associate Degree of Applied Science in Nursing
Action: It was moved by Brenda Boggs, seconded by Barbara Douglas, that the Board grant Conditional approval, in accordance with Rule 4723-5-08, OAC, to ETI Technical College Associate Degree of Applied Science in Nursing. It was further moved that the
Program submit progress reports to the Board on or before March 6, 2020, July 6, 2020, and October 6, 2020. Motion adopted by a majority vote of the Board members present with Lauralee Krabill, Sandra Beidelschies and Patricia Sharpnack abstaining.

Brenda Boggs moved to withdraw the original motion to revise the dates for submission of progress reports. Barbara Douglas rescinded the second of the original motion.

It was moved by Brenda Boggs, seconded by Barbara Douglas, that the Board grant Conditional approval, in accordance with Rule 4723-5-08, OAC, to ETI Technical College Associate Degree of Applied Science in Nursing. It was further moved that the Program submit progress reports to the Board on or before April 20, 2020, September 21, 2020, March 19, 2021, and September 20, 2021. Motion adopted by a majority vote of the Board members present with Sandra Beidelschies, Lauralee Krabill and Patricia Sharpnack abstaining.

Valley College Practical Nursing Diploma Program

**Action:** It was moved by Erin Keels, seconded by Brenda Boggs, that the Board grant Conditional approval, in accordance with Rule 4723-5-08, OAC, to Valley College Practical Nursing Diploma Program. It was further moved that the Program submit progress reports to the Board on or before April 20, 2020, September 21, 2020, March 19, 2021, and September 20, 2021. Motion adopted by a majority vote of the Board members present with Sandra Beidelschies, Lauralee Krabill, Sandra Ranck and Patricia Sharpnack abstaining.

Erin Keels moved to withdraw the original motion made to change the dates for submission of progress reports. Brenda Boggs rescinded the second of the original motion.

It was moved by Erin Keels, seconded by Brenda Boggs, that the Board grant Conditional approval, in accordance with Rule 4723-5-08, OAC, to Valley College Practical Nursing Diploma Program. It was further moved that the Program submit progress reports to the Board on or before March 6, 2020, July 6, 2020, and October 6, 2020. Motion adopted by a majority vote of the Board members present with Sandra Beidelschies, Lauralee Krabill and Patricia Sharpnack abstaining.

**Nursing Education Programs – Approval Status**

**ETI Technical College Practical Nursing Program**

**Action:** It was moved by Sandra Ranck, seconded by Erin Keels, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to ETI Technical College Practical Nursing Program for a period of five years. Motion adopted by a majority vote of the Board members present with Sandra Beidelschies, Lauralee Krabill and Patricia Sharpnack abstaining.

**Ohio Valley College of Technology School of Nursing Associate Degree in Nursing**

**Action:** It was moved by Daniel Lehmann, seconded by Joanna Ridgeway, that the Board continue Full approval, which expires in January 2024, for Ohio Valley College of Technology School of Nursing Associate Degree in Nursing in accordance with Rule
4723-5-04, OAC. Motion adopted by a majority vote of the Board members present with Sandra Beidelschies, Lauralee Krabill and Patricia Sharpnack abstaining.

Southern State Community College Associate Degree Nursing Program
Action: It was moved by Joanna Ridgeway, seconded by Daniel Lehmann, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to Southern State Community College Associate Degree Nursing Program for a period of five years. Motion adopted by a majority vote of the Board members present with Sandra Beidelschies, Lauralee Krabill and Patricia Sharpnack abstaining.

Southern State Community College Practical Nursing Program
Action: It was moved by Nancy Fellows, seconded by Barbara Douglas, that the Board grant Full approval, in accordance with Rule 4723-5-04, OAC, to Southern State Community College Practical Nursing Program for a period of five years. Motion adopted by a majority vote of the Board members present with Sandra Beidelschies, Lauralee Krabill and Patricia Sharpnack abstaining.

Nursing Education Program Request
Professional Skills Institute School of Practical Nursing
Action: It was moved by Barbara Douglas, seconded by Nancy Fellows, that the Board approve the curriculum revision request submitted by Professional Skills Institute School of Practical Nursing in accordance with Rule 4723-5-16, OAC. Motion adopted by a majority vote of the Board members present with Sandra Beidelschies, Lauralee Krabill and Patricia Sharpnack abstaining.

National Certifying Organizations for APRNs
Action: It was moved by Deborah Knueve, seconded by Lisa Klenke, that the Board approve, for 2020, the following national certifying organizations for advanced practice registered nurses in accordance with Section 4723.46(A), ORC: American Academy of Nurse Practitioners Certification Board; American Association of Critical-Care Nurses Certification Corporation; American Midwifery Certification Board; American Nurses Credentialing Center; Hospice and Palliative Credentialing Center; National Board of Certification and Recertification for Nurse Anesthetists; National Certification Corporation; Oncology Nursing Certification Corporation; and Pediatric Nursing Certification Board. Motion adopted by unanimous vote of the Board members present.

National Testing Organizations for Dialysis Technicians
Action: It was moved by Lisa Klenke, seconded by Deborah Knueve, that the Board approve, for 2020, the following national dialysis technician testing organizations, in accordance with Section 4723.751, ORC, and Rule 4723-23-10 (A), OAC: Board of Nephrology Examiners Nursing and Technology (BONENT); National Nephrology Certification Organization (NNCO); and Nephrology Nursing Certification Commission (NNCC). Motion adopted by unanimous vote of the Board members present.

OBN Approvers for Continuing Education
Action: It was moved by Patricia Sharpnack, seconded by Brenda Boggs, that the Board re-approve the following OBN Approvers for a period of five years in
accordance with Chapter 4723-14, OAC: Ohio Department of Developmental Disabilities: OBN-101-93; Ohio Department of Mental Health and Addiction Services: OBN-003-92; and Ohio Nurses Association: OBN-001-91. Motion adopted by unanimous vote of the Board members present.

**Retroactive Approvals for Licensees and Certificate Holders**

**Action:** It was moved by Brenda Boggs, seconded by Sandra Beidelschies, that the Board retroactively ratify, as submitted, the licenses and certificates, including temporary permits, initially issued by the Board September 1, 2019 through October 31, 2019, to the following: registered nurses; licensed practical nurses; APRN-CRNAs; APRN-CNP; APRN-CNSs; APRN-CNMs; Ohio certified dialysis technicians; dialysis technician interns; community health workers; and medication aides, taking into account those licenses and certificates subject to discipline, surrender or non-renewal. Motion adopted by unanimous vote of the Board members present.

**ADJUDICATION AND COMPLIANCE**

On Thursday, November 21, 2019, Patricia Sharpnack requested that each voting Board member verify that they reviewed in depth all materials pertaining to these matters by saying “yes” or “no” and that any Board member who did not review the materials abstain from voting on the matters.

**Board Actions**

**NOTICES OF OPPORTUNITY FOR HEARING**

**Action:** It was moved by Patricia Sharpnack, seconded by Barbara Douglas, that the Board issue a Notice of Opportunity for Hearing for violations of Chapter 4723, ORC for the following case(s):

Brubaker, Gretchen, P.N. 144461 (CASE #19-4270); Griffin, Kaveo, P.N. 164600 (CASE #19-5009); Potts, Shaun, R.N. 336908 (CASE #19-2220); McCroskey, Sara, R.N. 442332 (CASE #19-3558); Lyle, Ricky, R.N. 238793 (CASE #18-6895); Smith, Patricia, R.N. 409998 (CASE #18-4963); Charlton, Vickie, P.N. 099571 (CASE #19-5206); Williams, Debra, R.N. 320657 (CASE #19-2823); Penna, Vincent, R.N. 196186, APRN-CRNA 01683 (CASE #18-1481, #17-6031); Taylor, Robin Renee, R.N. 289104 (CASE #19-5465); Gilchrist, Daniel, R.N. 411663 (CASE #19-1032, #19-0793); Heuser, Peggy, R.N. 426271, APRN-CNP 19223 (CASE #19-5412); Dorman, Jenna, R.N. 444201 (CASE #19-6118, #19-4001); Platz, Megan, R.N. 467747 (CASE #19-5785); Downhour, Joshua, R.N. 343820 (CASE #19-3943); Geisler, Michelle, P.N. 124195 (CASE #19-2249); Roberts, Shannon, R.N. 377571 (CASE #19-2744); Fukushima, Briana, R.N. 390292 (CASE #19-6441); Sadler, Jessica, R.N. 395556 (CASE #19-1054); Patricy, Martha, P.N. 125526 (CASE #18-5683); Bowers, Corby, R.N. 378216 (CASE #19-6062); Moeckel, Paul, P.N. 129272 (CASE #19-7411, #19-528); Dawson, Adrienne, P.N. 130502 (CASE #19-1932); Buckley, Debra, P.N. 149446 (CASE #19-0488); England, Ann, R.N. 264922 (CASE #19-6149); Hackworth, Jami, P.N. 128734 (CASE #19-5625, #19-5593); Lute, Amanda, R.N. 309646 (CASE #18-1531); Hang, Bolisa, R.N. 417193 (CASE #19-3492); Coleman, Felicia, P.N. 145333 (CASE #19-2563); Graves, Deborah, P.N. 097872 (CASE #19-3869, #19-3819, #19-3868); Devine,
Desiree, R.N. 306503 (CASE #19-2732); Strauss, Sheldon, R.N. 269267 (CASE #19-5073); Barber, Amanda, R.N. 365121, P.N. 118364 (CASE #19-6246); Kloppehl, Elizabeth, R.N. 380725 (CASE #19-2315); Baldwin, Veronica, P.N. 111544 (CASE #19-5234); Smaltz, Shawnee, R.N. 353316 (CASE #19-2369); Speight, Jenalyn, R.N. 366722 (CASE #19-5248, #19-2832); Smith-Perry, Precious, P.N. 097310 (CASE #19-3862, #19-3794); Estep, Sabrina, R.N. 407611 (CASE #19-5163); Mazzotta, Cameron, R.N. 420848 (CASE #19-6096, #17-6596); Hawkins, Kari, R.N. endorse (CASE #18-4757); Robertson, Isaac, R.N. 402828 (CASE #19-5898); Clifford, Krystal, P.N. 150670 (CASE #19-2918); Coffey, Amelia, P.N. 141249 (CASE #17-7370); Fyffe, Stephanie, R.N. 289920 (CASE #18-7122); Miller, Melanie, R.N. 302920, APRN-CN 13801 (CASE #18-0750); Maham, Shana, D.T. 004297 (CASE #18-6948); Belanger, Rene, R.N. 302589 (CASE #18-6944); McKenney, Charlotte, CHW applicant (CASE #19-5314); Scholl, Kevin, DTI applicant (CASE #18-6026); Hosmer, Gaylyn, R.N. 214765, APRN-CNP 00271 (CASE #18-6072); Turner, Myrtle, R.N. 448241 (CASE #19-7049); Meckley, Claudia, R.N. 386496 (CASE #19-6931); Muhongere, Illuminee, R.N. 429410 (CASE #19-1045); Brown, Michele, R.N. 278815 (CASE #18-6074); Moon, Eric, R.N. 312401, APRN-CRNA 19075 (CASE #19-5268, #19-1969); Coughlin, Joseph, P.N. 148758 (CASE #18-6599); Ward, Ashley, R.N. 375618 (CASE #17-1802); Evans, Calvin, R.N. 327283, APRN-CNP 15131 (CASE #19-5667); Pence, Rachel, P.N. 147698 (CASE #18-6946); Jairam, Sunita, R.N. 337895 (CASE #19-5185); Doherty, Erin, R.N. 434616 (CASE #19-7154); Howard, Jessica, P.N. 123606 (CASE #19-3992); Ayarkwa, Akosua, P.N. 148179 (CASE #19-1043); Camp, Lori, P.N. 114046 (CASE #19-0807, #18-0257, #18-6392); Patrick, Karisah, R.N. 384890 (CASE #17-2340); Flower, Ashley, R.N. 405657 (CASE #19-7216, #18-6244); Holmes, Rebecca, R.N. 243662 (CASE #19-6539, #19-6476); Williams, Racine, CHW applicant (CASE #19-2903).

Patricia Sharpnack abstained on Pence, Rachel, P.N. 147698 (CASE #18-6946). Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

**IMMEDIATE SUSPENSIONS AND NOTICES OF OPPORTUNITY FOR HEARING**

**Action:** It was moved by Lisa Klenke, seconded by Deborah Knueve, that the Board issue a Notice of Immediate Suspension and Opportunity for Hearing for violations of Chapter 4723, ORC for the following case(s):

Cooper, Chelsea, R.N. 415185 (CASE #19-0482); Kunk, Stacey, P.N. 112006 (CASE #19-5000, #19-0494); Clark, Sean, R.N. 381042 (CASE #19-0805, #19-0109); Nicholson, Paula, R.N. 284398, P.N. 102647 (CASE #19-0400); Gibson, Melissa, P.N. 136323 (CASE #19-3016); Grant, Ebone, P.N. 138464 (CASE #19-6905); Brandewie, Bethany, P.N. 148465 (CASE #19-7035); Seditz, Rebecca, P.N. 166128 (CASE #19-1386, #19-1330, #19-0235, #19-0634); Gonzalez, Brandi, R.N. 355911 (CASE #19-7213); Darco, Sophia, P.N. 156934 (CASE #19-5479); Moyer, Tina, P.N. 126932 (CASE #19-2491, #19-2116); Aebersold, Kortney, R.N. 447878, P.N. 138074 (CASE #19-3406, #19-2439); Murray, Jennifer, P.N. 124002 (CASE #18-7080, #18-6099).
Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

**AUTOMATIC SUSPENSIONS AND NOTICES OF OPPORTUNITY FOR HEARING**

**Action:** It was moved by Deborah Knueve, seconded by Lisa Klenke, that the Board issue a Notice of Automatic Suspension and Opportunity for Hearing for violations of Chapter 4723, ORC for the following case(s):

Sutton, Jessica, P.N. 137453 (CASE #19-5891); Friend, Leada, P.N. 143191 (CASE #19-5901); Rhodes, Tina, R.N. 336147 (CASE #19-5889, #19-5400); Best, Margaret, R.N. 320973 (CASE #19-4403); Fenn, Molly, P.N. 171445 (CASE #19-6060); Nott, Amy, R.N. 407573 (CASE #19-5680); Walker, Sheoni, P.N. 146412 (CASE #19-6324); Whipp, Jill, P.N. 120487 (CASE #19-6405); Gurley, Cary, D.T. 003535 (CASE #19-6437); Perakovic, Sherry, R.N. 267740, P.N. 094709 (CASE #19-5547); Maze, Kyle, R.N. 400588 (CASE #19-6733); Lynch, Kenya, R.N. 422153, P.N. 123408 (CASE #19-5993); Smith, Sandra, P.N. 102540 (CASE #19-5678); Graff, John, R.N. 175002 (CASE #19-7102).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

**AUTOMATIC SUSPENSION AND NOTICE OF OPPORTUNITY FOR HEARING**

**Action:** It was moved by Barbara Douglas, seconded by Nancy Fellows, that the Board ratify the issuance of the Notice of Automatic Suspension and Opportunity for Hearing issued November 1, 2019, and effective January 9, 2019, for violations of Chapter 4723, ORC for the following case:

Copenhaver, Donald, R.N. 163366 (CASE #19-7189).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

**POST IMMEDIATE SUSPENSION AND NOTICE OF OPPORTUNITY FOR HEARING**

**Action:** It was moved by Nancy Fellows, seconded by Barbara Douglas, that the Board issue a Post Immediate Suspension and Notice of Opportunity for Hearing for violations of Chapter 4723, ORC for the following case(s):

Waters, Andrea, R.N. 364305 (CASE #19-6042); Gregory, Laura, P.N. 132708 (CASE #19-0398); Olden, Mercedes, P.N. 155925 (CASE #18-5106); Johnson, Aisha, R.N. 448356, P.N. 158991 (CASE #19-7197); Szymanski, Christy, P.N. 126089 (CASE #18-5465); McCloud, Whitney, P.N. 163151 (CASE #19-5507); Thompson, Tracey, P.N. 094093 (CASE #18-5560).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

The Immediate Suspension Notices for these cases had already been issued by the
time the Notice of Opportunity for Hearing was approved during the meeting.

**SURRENDERS/WITHDRAWALS**

**Permanent Voluntary Surrender**

**Action:** It was moved by Daniel Lehmann, seconded by Erin Keels, that the Board accept the Permanent Voluntary Surrender of License for the following case(s):

Taddeo, Jennifer, R.N. 410825 (CASE #18-6818); Brinkley, Jeanelle, R.N. 437165 (CASE #18-7531, #18-6586); Hall, Tammy, P.N. 098898 (CASE #19-3450, #19-4369); Lineback, Jeffrey, P.N. 144230 (CASE #19-4515); Phillips, Marsha, P.N. 091031 (CASE #19-1484); Lyle, Joshua, R.N. 397479 (CASE #19-3062); Szelenyi, Jr., Joseph, P.N. 153068 (CASE #18-6261).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

**CONSENT AGREEMENTS**

**Action:** It was moved by Joanna Ridgeway, seconded by Nancy Fellows, that the Board approve the Consent Agreements for violations of Chapter 4723, ORC entered into by and between the Board in the following case(s):

Lenya, Monalisa, R.N. 369902 (CASE #17-2343); Workman, Lacy, R.N. 296084, APRN-CNP 024121 (CASE #19-3825); Shade, Sarah, R.N. 354856, P.N. 112584 (CASE #18-7176, #18-7026, #18-2976, #18-0431); Ledwell, Marquisha, CHW applicant (CASE #19-5413); Hancock, Carrie, R.N. 414135, APRN-CNP 024805 (CASE #18-3684); Magnuson, Candice, R.N. 326887 (CASE #17-2338); Hughes, Aaron, R.N. 408189, P.N. 119630 (CASE #17-6761); Herron, Brenna, R.N. NCLEX (CASE #19-3804); Thompson, Karla, R.N. 350241 (CASE #17-2339); Schwan, Christopher, R.N. 204826 (CASE #19-4609, #19-1374); Smith, Sonnie, R.N. 358482 (CASE #18-7174, #18-6829); Rodgers, Melissa, R.N. 396866 (CASE #17-2341); Gantt, Charlie, R.N. endorse (CASE #19-5760); Davis, Karlie, R.N. 274525 (CASE #17-4388); Saa, Michelle, R.N. 449406 (CASE #19-1620, #19-0476, #19-0535); Ball, Annie, P.N. endorse (CASE #19-5917); Kane, Donna, R.N. 159240 (CASE #19-4658, #19-3509, #19-4493); Bower, Kayla, R.N. 458418 (CASE #19-2888); Dillon, Joseph, R.N. 372798 (CASE #18-5341); Osborn, Mistee, R.N. 393068, P.N. 124927 (CASE #17-2335); El-Bash, Lyra, R.N. endorse (CASE #19-5596); Schweitzer, Terri, P.N. 160159 (CASE #19-4176); Young, Julie, R.N. 397968 (CASE #18-4550); Cruz, Sarah, P.N. 166277 (CASE #19-5847, #19-5613); Bowyer, Holly, R.N. endorse (CASE #19-3732); Dalton, Padrica, P.N. 142344 (CASE #19-2615); Moody, Ashley, P.N. 152658 (CASE #17-4591); Seibert, Amy, P.N. 130858 (CASE #18-3892); Mitchell, Angela, P.N. 169281 (CASE #19-4049); Fischer, Aaron, R.N. 417183 (CASE #19-3030); McGrady, Midge, P.N. 116133 (CASE #19-1600); Boggs, Tina, P.N. 152017 (CASE #18-5569, #18-5369); Jackson, Ashley, R.N. 437308 (CASE #18-7345); Middendorf, Sarah, R.N. 383324 (CASE #19-1058); Franchuk, Julie, R.N. 334269 (CASE #19-2278); Reese, Kristen, P.N. 147426 (CASE #19-5756); Weber, Abigale, R.N. 389769 (CASE #17-4008); Cooper, James, P.N. 120157 (CASE #19-1112); Redman, Cody, R.N. 451848 (CASE #19-3226, #19-3934, #19-6457); Franks, Jennifer, R.N. 339710 (CASE #18-5822); Minefee, Alberta, P.N. NCLEX (CASE #19-
Sandra Beidelschies abstained on Corpe, Kristin, R.N. 352700 (CASE #18-7413); Brenda Boggs abstained on Lewis, Paul, R.N. endorse (CASE #19-6418); Barbara Douglas voted no on Lenya, Monalisa, R.N. 369902 (CASE #17-2343), Magnuson, Candice, R.N. 326887 (CASE #17-2338), Thompson, Karla, R.N. 350241 (CASE #17-2339), Smith, Sonnie, R.N. 358482 (CASE #18-7174, #18-6829), Rodgers, Melissa, R.N. 396866 (CASE #17-2341), Osborn, Mistee, R.N. 393068, P.N. 124927 (CASE #17-2335), Corpe, Kristin, R.N. 352700 (CASE #18-7413), King, Crystal, R.N. 356454 (CASE #18-3537); Erin Keels abstained on Smith, Sonnie, R.N. 358482 (CASE #18-7174, #18-6829), Young, Julie, R.N. 397968 (CASE #18-4550), Jackson, Ashley, R.N. 437308 (CASE #18-7345), Nwosu, Onyinye, R.N. 449899 (CASE #19-3915); and voted no on Lenya, Monalisa, R.N. 369902 (CASE #17-2343), Thompson, Karla, R.N. 350241 (CASE #17-2339), Rodgers, Melissa, R.N. 396866 (CASE #17-2341); Deborah Knueve voted no on Lenya, Monalisa, R.N. 369902 (CASE #17-2343), Magnuson, Candice, R.N. 326887 (CASE #17-2338), Thompson, Karla, R.N. 350241 (CASE #17-2339), Rodgers, Melissa, R.N. 396866 (CASE #17-2341); Lauralee Krabill abstained on Dalton, Padrica, P.N. 142344 (CASE #19-2615); and voted no on Boggs, Tina, P.N. 152017 (CASE #18-5569, #18-5369), Varholick, Christine, R.N. 319772 (CASE #18-4449); Daniel Lehmann abstained on Cooper, James, P.N. 120157 (CASE #19-1112), Corpe, Kristin, R.N. 352700 (CASE #18-7413), Gill, Sarah, P.N. NCLEX (CASE #19-4823), King, Crystal, R.N. 356454 (CASE #18-3537); and voted no on Lenya, Monalisa, R.N. 369902 (CASE #17-2343), Saa, Michelle, R.N. 449406 (CASE #19-1620, #19-0476, #19-0535), Mitchell, Angela, P.N. 169281 (CASE #19-4049), Burhokholder, Nathan, R.N. NCLEX (CASE #19-4754, #19-2747), Varholick, Christine, R.N. 319772 (CASE #18-4449); Joanna Ridgeway abstained on Smith, Sonnie, R.N. 358482 (CASE #18-7174, #18-6829), Jackson, Ashley, R.N. 437308 (CASE #18-7345), Nwosu, Onyinye, R.N. 449899 (CASE #19-3915), Kent, Ashley, R.N. 436031 (CASE #19-2827, 18-5582); and voted no on Lenya, Monalisa, R.N. 369902 (CASE #17-2343), Magnuson, Candice, R.N. 326887 (CASE #17-2338), Thompson, Karla, R.N. 350241 (CASE #17-2339), Rodgers, Melissa, R.N. 396866 (CASE #17-2341), Yates, Dawn, P.N. 104331 (CASE #18-5945), Beck, Erin, P.N. 122011 (CASE #19-2948); Patricia Sharpnack abstained on Lewis, Paul, R.N. endorse (CASE #19-6418); and voted no on Moody, Ashley, P.N. 152658 (CASE #17-4591), Cooper, James, P.N. 120157 (CASE #19-1112), Corpe, Kristin, R.N. 352700 (CASE #18-7413), Nwosu, Onyinye, R.N. 449899 (CASE #19-3915).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

HEARING EXAMINER’S REPORT AND RECOMMENDATION

Dykes, Michelle Renee, R.N. 384217 (CASE #18-3139)

Action: It was moved by Patricia Sharpnack, seconded by Brenda Boggs, that the Board redact a social security number from Respondent’s Exhibit E, page 22, in accordance with the Federal Privacy Act of 1974. It was further moved that the Board accept all of the Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner’s Report and Recommendation and that MS. DYKES’s license to practice nursing as a registered nurse in the State of Ohio be
suspended and that the suspension is stayed subject to the probationary terms and restrictions set forth below for a minimum period of three (3) months.

The rationale for the modification is the following: The Board in its expertise has determined that a stayed suspension, with probationary terms and restrictions for a period of three (3) months is adequate to protect the public.

**PROBATIONARY PERIOD**

**MS. DYKES’s** license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) months.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. DYKES** shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.
3. Submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. DYKES**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. DYKES’s** criminal records check to the Board. **MS. DYKES’s** completed criminal records check, including the FBI check, must be received by the Board within ninety (90) days following the effective date of this Order.

**Monitoring**

4. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. DYKES’s** history. **MS. DYKES** shall self-administer prescribed drugs only in the manner prescribed.

**Employment Conditions**

5. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

6. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which **MS. DYKES** does not work in a position within the State of Ohio for which a license to practice nursing is
required shall not count toward fulfilling the probationary period imposed by this Order.

7. **Within fifteen (15) days of the effective date of this Order**, provide her current employer(s) with a copy of this Order, if working in a position in which a license to practice as a nurse is required. **MS. DYKES** is under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

8. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

9. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

10. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

11. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

12. Submit any and all information that the Board may request regarding **MS. DYKES’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care**.

13. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

14. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
   **Columbus, OH 43215-3466**

15. Verify that the reports and documentation required by this Order are received in the Board office.
16. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of MS. DYKES’s suspension shall be lifted and MS. DYKES’s license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that MS. DYKES has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. DYKES via certified mail of the specific nature of the charges and automatic suspension of MS. DYKES’s license. MS. DYKES may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. DYKES has complied with all aspects of this Order; and (2) the Board determines that MS. DYKES is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. DYKES and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. DYKES does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck and Joanna Ridgeway abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Moreno, Lindsay Elaine, P.N. 131966 (CASE #18-1865, #18-1159, #18-1511)

Action: It was moved by Brenda Boggs, seconded by Patricia Sharpnack, that the Board deny Respondent’s motion, submitted August 12, 2019, to conduct another hearing and/or present additional evidence. It was further moved that the Board accept all of the Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner’s Report and Recommendation, and that MS. MORENO’s license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time but not less than one (1) year with the conditions for reinstatement set forth below, and following reinstatement, MS. MORENO’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years including the Temporary Narcotic Restrictions, unless otherwise approved in advance, set forth below.

The rationale for the modification is the following: The Board in its expertise has
determined that a suspension of at least one (1) year, followed by probationary terms and restrictions, including temporary narcotic restrictions unless otherwise approved in advance, will adequately protect the public.

**SUSPENSION OF LICENSE**

**MS. MORENO’s license** is suspended for an indefinite period of time but not less than one (1) year.

The Board may reinstate **MS. MORENO’s license** if **MS. MORENO** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. MORENO shall:**

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. MORENO,** including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. MORENO’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. MORENO’s** completed criminal records check, including the FBI check, is received by the Board.

**Educational Requirements**

5. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: Substance Abuse; and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

**Evaluations**

6. **Within ninety (90) days immediately prior to requesting reinstatement,** at
MS. MORENO’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order. MS. MORENO shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. MORENO's license, and a statement as to whether MS. MORENO is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. MORENO’s license.

Monitoring

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. MORENO’s history. MS. MORENO shall self-administer the prescribed drugs only in the manner prescribed.

9. Abstain completely from the use of alcohol or any products containing alcohol.

10. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, submit, at MS. MORENO's expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. MORENO's initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. MORENO shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. MORENO.

   a. Prior to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and
iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. MORENO, and submit the report directly to the Board.

b. *After* initiating drug screening, be under a *continuing duty* to:

i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. MORENO and submit the report directly to the Board.

**Reporting Requirements for Suspension Period**

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

13. Submit any and all information that the Board may request regarding MS. MORENO’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
   **Columbus, OH 43215-3466**

16. Verify that the reports and documentation required by this Order are received in
17. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

18. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and **MS. MORENO's** license shall be subject to Probationary Terms and Restrictions for a minimum period of two (2) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. MORENO** shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

**Monitoring**

3. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MORENO's** history. **MS. MORENO** shall self-administer prescribed drugs only in the manner prescribed.

4. Abstain completely from the use of alcohol or any products containing alcohol.

5. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. MORENO** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. MORENO**.

**MS. MORENO** shall:

   a. Provide a copy of this Order, prior to initiating treatment, to additional
treated practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. MORENO and submit the report directly to the Board.

**Employment Conditions**

6. **Prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

7. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which MS. MORENO does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

8. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

9. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a **quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

10. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. Submit any and all information that the Board may request regarding MS. MORENO’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

16. Verify that the reports and documentation required by this Order are received in the Board office.

17. Inform the Board **within five (5) business days**, in writing, of any change in employment status or of any change in residential or home address or telephone number.

**LICENSE RESTRICTIONS**

In addition to Probationary Terms and Restrictions, MS. MORENO’s license is subject to the following License Restrictions:

**Temporary Narcotic Restriction**

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. MORENO shall not administer, have access to, or possess (except as prescribed for MS. MORENO’s use by another so authorized by law who has full knowledge of MS. MORENO’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. MORENO shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. MORENO shall not call in or order prescriptions or prescription refills.

**FAILURE TO COMPLY**

The stay of MS. MORENO’s suspension shall be lifted and MS. MORENO’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. MORENO has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. MORENO via certified mail of the specific nature of the charges and automatic suspension of MS. MORENO’s license. MS. MORENO may request a hearing
regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. MORENO has complied with all aspects of this Order; and (2) the Board determines that MS. MORENO is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. MORENO and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. MORENO does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Viju, Mariamma, R.N. 436526 (CASE #17-7015, #17-7011)**

**Action:** It was moved by Sandra Beidelschies, seconded by Lauralee Krabill, that the Board redact a financial account number from Respondent’s Exhibit A, page 14, in accordance with Section 149.43(A)(1)(dd), ORC. It was further moved that the Board accept all of the Findings of Fact and Conclusions of Law, and the Recommendation in the Hearing Examiner’s Report and Recommendation and that MS. VIJU’s license to practice nursing as a registered nurse be PERMANENTLY REVOKED.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Johnson, Precious S. (aka “Precious Starr Aliso Johnson”), P.N. 152524 (CASE #19-0229, #18-6160)**

**Action:** It was moved by Lauralee Krabill, seconded by Sandra Beidelschies, that the Board grant the State’s motion to admit more legible copies of Exhibits 6 and 7, filed on October 8, 2019. It was further moved that the Board accept all of the Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner’s Report and Recommendation, and that MS. JOHNSON’s license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time but not less than one (1) year with the conditions for reinstatement set forth below, and following reinstatement, MS. JOHNSON’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms...
and restrictions set forth below for a minimum period of three (3) years.

The rationale for the modification is as follows: The Board in its expertise has determined that a suspension of not less than one (1) year is necessary to adequately protect the public.

**SUSPENSION OF LICENSE**

**MS. JOHNSON**’s license is suspended for an indefinite period of time but not less than one (1) year.

The Board may reinstate **MS. JOHNSON**’s license if **MS. JOHNSON** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. JOHNSON** shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement**, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. JOHNSON**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. JOHNSON**’s criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. JOHNSON**’s completed criminal records check, including the FBI check, is received by the Board.

5. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: Ethics; and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order **does not meet the continuing education requirements for license renewal.**
Evaluations

6. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. JOHNSON's expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order. MS. JOHNSON shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. JOHNSON's license, and a statement as to whether MS. JOHNSON is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. JOHNSON's license.

Monitoring

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. JOHNSON's history. MS. JOHNSON shall self-administer the prescribed drugs only in the manner prescribed.

9. If recommended by the substance use disorder evaluation, abstain completely from the use of alcohol or any products containing alcohol.

10. If recommended by the substance use disorder evaluation, submit, at MS. JOHNSON's expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. JOHNSON's initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. JOHNSON shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. JOHNSON.

   a. Prior to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;
ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. JOHNSON, and submit the report directly to the Board.

b. After initiating drug screening, be under a continuing duty to:

   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. JOHNSON and submit the report directly to the Board.

Reporting Requirements for Suspension Period

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

13. Submit any and all information that the Board may request regarding MS. JOHNSON’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
17 South High Street, Suite 660  
Columbus, OH 43215-3466  

16. Verify that the reports and documentation required by this Order are received in the Board office.  

17. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.  

18. Submit to the Board a completed application for reinstatement on the form provided by the Board.  

**PROBATIONARY PERIOD**  
Following reinstatement, the suspension shall be stayed and **MS. JOHNSON’s** license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.  

**PROBATIONARY TERMS AND RESTRICTIONS**  

**MS. JOHNSON shall:**  

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.  

2. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.  

**Employment Conditions**  

3. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.  

4. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which **MS. JOHNSON** does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.  

5. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.  

6. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this**
Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

7. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Monitoring**

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. JOHNSON’s history. MS. JOHNSON shall self-administer the prescribed drugs only in the manner prescribed.

9. If recommended by the substance use disorder evaluation, abstain completely from the use of alcohol or any products containing alcohol.

10. If recommended by the substance use disorder evaluation, submit, at MS. JOHNSON’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. JOHNSON’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. JOHNSON shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. JOHNSON.

   a. **Prior** to initiating drug screening:
      
      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. JOHNSON, and submit the report directly to the Board.

   b. **After** initiating drug screening, be under a **continuing duty** to:

      i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;
ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. JOHNSON** and submit the report directly to the Board.

**Reporting Requirements for Probationary Period**

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

13. Submit any and all information that the Board may request regarding **MS. JOHNSON**'s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
   **Columbus, OH 43215-3466**

16. Verify that the reports and documentation required by this Order are received in the Board office.

17. Inform the Board **within five (5) business days**, in writing, of any change in employment status or of any change in residential or home address or telephone number.

**FAILURE TO COMPLY**

The stay of **MS. JOHNSON**’s suspension shall be lifted and **MS. JOHNSON**’s license
to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. JOHNSON** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. JOHNSON** via certified mail of the specific nature of the charges and automatic suspension of **MS. JOHNSON**’s license. **MS. JOHNSON** may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. JOHNSON** has complied with all aspects of this Order; and (2) the Board determines that **MS. JOHNSON** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. JOHNSON** and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which **MS. JOHNSON** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Felts, Karen Joy (aka “Karen Joy Piper, “Karen Joy German”), P.N. 112283 (CASE #17-7030)**

**Action:** It was moved by Erin Keels, seconded by Lauralee Krabill, that the Board accept all of the Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner’s Report and Recommendation, and that **MS. FELTS**’s license to practice nursing as a licensed practical nurse in the State of Ohio be suspended for an indefinite period of time but not less than eighteen (18) months with the conditions for reinstatement set forth below, and following reinstatement, **MS. FELTS**’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years including the **Temporary Practice Restrictions**, set forth below.

The rationale for the modification is the following: The Board in its expertise has determined that a suspension for a minimum period of at least eighteen (18) months and Temporary Practice Restrictions for a minimum period of two (2) years is necessary to adequately protect the public.
SUSPENSION OF LICENSE

MS. FELTS’s license is suspended for an indefinite period of time but not less than eighteen (18) months.

The Board may reinstate MS. FELTS’s license if MS. FELTS submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. FELTS shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. FELTS, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. FELTS’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. FELTS’s completed criminal records check, including the FBI check, is received by the Board.

Educational Requirements

5. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: Medical Documentation; and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

6. Establish contact with a nursing educator, approved in advance by the Board or its designee, who has no less than a master’s degree and who is affiliated with a nursing educational program.

   a. Have the educator provide the Board with a written report of an assessment of MS. FELTS, which identifies MS. FELTS’s
knowledge/practice deficiencies and remedial educational needs.

b. Prior to the assessment, provide the nursing educator with a copy of this Order and submit to any nursing skills or knowledge assessments required by the educator. **MS. FELTS** shall also execute releases prior to the assessment to permit the educator to obtain any information deemed appropriate and necessary for the assessment including information from **MS. FELTS's** employer(s), former employers, and Board staff.

c. Following the assessment, have the educator provide the Board with a copy of a learning plan developed by the educator for **MS. FELTS** and obtain approval of the learning plan by the Board or its designee. The learning plan shall identify specific remediation that **MS. FELTS** shall complete to address any knowledge/practice deficiencies and remedial educational needs identified by the educator and shall identify the time frame during which **MS. FELTS** shall complete such learning plan.

d. Successfully complete and submit satisfactory documentation of successful completion of the learning plan within the time frame specified in the learning plan.

e. Be responsible for all costs associated with meeting the requirements of the learning plan.

f. **After MS. FELTS has successfully completed the learning plan,** have the educator provide the Board with:

   i. An assessment and any recommendations for additional remedial education and/or restrictions that should be placed on **MS. FELTS's** license; and

   ii. A written opinion stating whether **MS. FELTS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

g. The Board may utilize the educator's recommendations and conclusions from the assessment as a basis for additional terms and restrictions on **MS. FELTS's** license.

h. If **MS. FELTS** has met all other conditions for reinstatement, in the event that the educator's recommendations include a clinical component, this requirement will be completed following reinstatement of **MS. FELTS's** nursing license and prior to **MS. FELTS** practicing as a nurse.

**Reporting Requirements for Suspension Period**

7. Report to the Board, in writing, any violation of this Order within thirty (30) days of
the occurrence of the violation.

8. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

9. Submit any and all information that the Board may request regarding MS. FELTS’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

10. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

11. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH  43215-3466

12. Verify that the reports and documentation required by this Order are received in the Board office.

13. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

14. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. FELTS’s license shall be subject to Probationary Terms and Restrictions for a minimum period of two (2) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. FELTS shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.
Employment Conditions

3. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

4. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. FELTS does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

5. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

6. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

7. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

8. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

9. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

10. Submit any and all information that the Board may request regarding MS. FELTS’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

11. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

12. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH  43215-3466

13. Verify that the reports and documentation required by this Order are received in the Board office.

14. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. FELTS’s license is subject to the following License Restrictions:

Temporary Practice Restriction

MS. FELTS shall not function in any position or employment where the job duties or requirements involve providing nursing care at a correctional facility, prison, reformatory, or place of incarceration.

FAILURE TO COMPLY

The stay of MS. FELTS’s suspension shall be lifted and MS. FELTS’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. FELTS has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. FELTS via certified mail of the specific nature of the charges and automatic suspension of MS. FELTS’s license. MS. FELTS may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. FELTS has complied with all aspects of this Order; and (2) the Board determines that MS. FELTS is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. FELTS and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. FELTS does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.
This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Fuqua, Lisa J., R.N. 311127 (CASE #18-6431)

**Action:** It was moved by Daniel Lehmann, seconded by Joanna Ridgeway, that the Board accept all of the Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner’s Report and Recommendation, and that **MS. FUQUA’s** license to practice nursing as a registered nurse in the State of Ohio be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, **MS. FUQUA’s** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years including the **Permanent Practice Restrictions**, set forth below.

The rationale for the modification is the following: The Board in its expertise has determined that an indefinite suspension, for a minimum period of two (2) years, followed by a stayed suspension with probationary terms and restrictions for a minimum period of at least two (2) years, with Permanent Practice Restrictions, is adequate to protect the public.

**SUSPENSION OF LICENSE**

**MS. FUQUA’s** license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate **MS. FUQUA’s** license if **MS. FUQUA** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. FUQUA shall:**

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement**, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. FUQUA**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS.**
FUQUA’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. FUQUA’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

Educational Requirements

6. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: two (2) hours Ohio Nursing Law and Rules; Anger Management; Ethics; and Professional Accountability and Legal Liability. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

Evaluations

7. Within ninety (90) days immediately prior to requesting reinstatement, at MS. FUQUA’s expense, obtain a mental health evaluation from a Board approved evaluator and provide the Board with complete documentation of such evaluation. Prior to the evaluation, MS. FUQUA shall provide the mental health evaluator with a copy of this Order. MS. FUQUA shall execute releases to permit the mental health evaluator to obtain any information deemed appropriate and necessary for the evaluation. The mental health evaluator shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. FUQUA’s license, and a statement as to whether MS. FUQUA is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the mental health evaluator described above until released. Further, the Board may utilize the mental health evaluator’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. FUQUA’s license.

Reporting Requirements for Suspension Period

9. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

10. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
11. Submit any and all information that the Board may request regarding MS. FUQUA's ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

12. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

13. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH 43215-3466

14. Verify that the reports and documentation required by this Order are received in the Board office.

15. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

16. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and MS. FUQUA's license shall be subject to Probationary Terms and Restrictions for a minimum period of two (2) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

MS. FUQUA shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

**Evaluations**

3. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the mental health evaluator described above until released. Further, the Board may utilize the mental health evaluator's recommendations and conclusions from the evaluation as a basis for additional
terms and restrictions on MS. FUQUA’s license.

Employment Conditions

4. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

5. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. FUQUA does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

6. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

7. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

8. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

9. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

10. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

11. Submit any and all information that the Board may request regarding MS. FUQUA’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

12. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

13. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:
14. Verify that the reports and documentation required by this Order are received in the Board office.

15. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

**LICENSE RESTRICTIONS**

In addition to Probationary Terms and Restrictions, MS. FUQUA’s license is subject to the following License Restrictions:

**Permanent Practice Restrictions**

MS. FUQUA shall not practice nursing as a registered nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. FUQUA to provide nursing services for fees, compensation, or other consideration or who engage MS. FUQUA as a volunteer; or (4) as an independent contractor or for *locum tenens* assignments.

MS. FUQUA shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

**FAILURE TO COMPLY**

The stay of MS. FUQUA’s suspension shall be lifted and MS. FUQUA’s license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that MS. FUQUA has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. FUQUA via certified mail of the specific nature of the charges and automatic suspension of MS. FUQUA’s license. MS. FUQUA may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. FUQUA has complied with all aspects of this Order; and (2) the Board determines that MS. FUQUA is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an
interview with MS. FUQUA and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. FUQUA does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Sandra Beidelschies, Brenda Boggs and Lisa Klenke voted no. Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Thomas, Jessica Lynn, R.N. 363689 (CASE #18-3158, #17-3176)
Action: It was moved by Joanna Ridgeway, seconded by Daniel Lehmann, that the Board grant the State’s motion to seal Exhibit 1a to protect patient confidentiality in accordance with Section 4723.28(I), ORC. It was further moved that the Board accept all of the Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner’s Report and Recommendation, and that MS. THOMAS’s license to practice nursing as a registered nurse in the State of Ohio be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below.

The rationale for the modification is the following: The Board in its expertise has determined that an indefinite suspension for a minimum period of at least two (2) years, with conditions for reinstatement, is adequate to protect the public.

SUSPENSION OF LICENSE

MS. THOMAS’s license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate MS. THOMAS’s license if MS. THOMAS submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. THOMAS shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. THOMAS**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. THOMAS’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. THOMAS’s** completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of her full compliance with the terms and conditions imposed by the Order of the Board issued by the South Carolina Board of Nursing, dated May 29, 2018, and that her South Carolina license is current, valid, and unrestricted.

**Educational Requirements**

6. **Within ninety (90) days immediately prior to requesting reinstatement,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

7. Establish contact with a nursing educator, approved in advance by the Board or its designee, who has no less than a master’s degree and who is affiliated with a nursing educational program.

   a. Have the educator provide the Board with a written report of an assessment of **MS. THOMAS**, which identifies **MS. THOMAS’s** knowledge/practice deficiencies and remedial educational needs.

   b. Prior to the assessment, provide the nursing educator with a copy of this Order and submit to any nursing skills or knowledge assessments required by the educator. **MS. THOMAS** shall also execute releases prior to the assessment to permit the educator to obtain any information deemed appropriate and necessary for the assessment including information from **MS. THOMAS’s** employer(s), former employers, and Board staff.

   c. Following the assessment, have the educator provide the Board with a copy of a learning plan developed by the educator for **MS. THOMAS** and obtain approval of the learning plan by the Board or its designee. The learning plan shall identify specific remediation that **MS. THOMAS** shall complete to address any knowledge/practice deficiencies and remedial educational needs identified by the educator and shall identify the time frame during which **MS. THOMAS** shall complete such learning plan.
d. Successfully complete and submit satisfactory documentation of successful completion of the learning plan within the time frame specified in the learning plan.

e. Be responsible for all costs associated with meeting the requirements of the learning plan.

f. After MS. THOMAS has successfully completed the learning plan, have the educator provide the Board with:

   i. An assessment and any recommendations for additional remedial education and/or restrictions that should be placed on MS. THOMAS’s license; and

   ii. A written opinion stating whether MS. THOMAS is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

g. The Board may utilize the educator's recommendations and conclusions from the assessment as a basis for additional terms and restrictions on MS. THOMAS’s license.

h. If MS. THOMAS has met all other conditions for reinstatement, in the event that the educator’s recommendations include a clinical component, this requirement will be completed following reinstatement of MS. THOMAS’s nursing license and prior to MS. THOMAS practicing as a nurse.

Evaluations

8. Within ninety (90) days immediately prior to requesting reinstatement, at MS. THOMAS’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order. MS. THOMAS shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. THOMAS’s license, and a statement as to whether MS. THOMAS is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

9. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional
terms and restrictions on **MS. THOMAS**'s license.

**Reporting Requirements for Suspension Period**

10. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

11. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

12. Submit any and all information that the Board may request regarding **MS. THOMAS**’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

13. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

14. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   **Ohio Board of Nursing**  
   **17 South High Street, Suite 660**  
   **Columbus, OH  43215-3466**

15. Verify that the reports and documentation required by this Order are received in the Board office.

16. Inform the Board **within five (5) business days**, in writing, of any change in residential or home address or telephone number.

17. Submit to the Board a completed application for reinstatement on the form provided by the Board.

Brenda Boggs voted no. Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Novak, Lucimara E., R.N. 410783, P.N. 131276 (CASE #19-0598)**

**Action:** It was moved by Nancy Fellows, seconded by Barbara Douglas, that the the Board accept all of the Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that **MS. NOVAK**’s licenses to practice nursing as a registered nurse and licensed practical nurse in the State of Ohio be suspended for an indefinite period of time but not less than
two (2) years, retroactive to August 15, 2019, with the conditions for reinstatement set forth below, and following reinstatement, MS. NOVAK’s licenses to practice nursing as a registered nurse and licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years.

The rationale for the modification is the following: The Board in its expertise has determined that a license suspension with conditions including drug testing, and a mental health evaluation prior to reinstatement is necessary to adequately protect the public.

**SUSPENSION OF LICENSES**

MS. NOVAK’s licenses are suspended for an indefinite period of time but not less than two (2) years, retroactive to August 15, 2019.

The Board may reinstate MS. NOVAK’s licenses if MS. NOVAK submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

MS. NOVAK shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. NOVAK, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. NOVAK’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. NOVAK’s completed criminal records check, including the FBI check, is received by the Board.

**Educational Requirements**

5. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: Drug Addiction; Ethics; and
two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

Evaluations

6. Within ninety (90) days immediately prior to requesting reinstatement, at MS. NOVAK's expense, obtain a mental health evaluation from a Board approved evaluator and provide the Board with complete documentation of such evaluation. Prior to the evaluation, MS. NOVAK shall provide the mental health evaluator with a copy of this Order. MS. NOVAK shall execute releases to permit the mental health evaluator to obtain any information deemed appropriate and necessary for the evaluation. The mental health evaluator shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. NOVAK's licenses, and a statement as to whether MS. NOVAK is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the mental health evaluator described above until released. Further, the Board may utilize the mental health evaluator's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. NOVAK's licenses.

8. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. NOVAK's expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order. MS. NOVAK shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. NOVAK's licenses, and a statement as to whether MS. NOVAK is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

9. If a substance use disorder evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. NOVAK's licenses.
Monitoring

10. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. NOVAK’s history. MS. NOVAK shall self-administer the prescribed drugs only in the manner prescribed.

11. Abstain completely from the use of alcohol or any products containing alcohol.

12. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, submit, at MS. NOVAK’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. NOVAK’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. NOVAK shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. NOVAK.

a. Prior to initiating drug screening:
   i. Provide a copy of this Order to all treating practitioners;
   ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and
   iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. NOVAK, and submit the report directly to the Board.

b. After initiating drug screening, be under a continuing duty to:
   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;
   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;
   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and
   iv. Cause all treating practitioners to complete a medication
prescription report for any and all substances prescribed, administered, or dispensed to **MS. NOVAK** and submit the report directly to the Board.

**Reporting Requirements for Suspension Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding **MS. NOVAK's** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   **Ohio Board of Nursing**  
   **17 South High Street, Suite 660**  
   **Columbus, OH  43215-3466**

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board **within five (5) business days**, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and **MS. NOVAK's** licenses shall be subject to Probationary Terms and Restrictions for a minimum period of two (2) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. NOVAK shall:**
1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

**Monitoring**

3. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. NOVAK’s history. MS. NOVAK shall self-administer the prescribed drugs only in the manner prescribed.

4. Abstain completely from the use of alcohol or any products containing alcohol.

5. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. MS. NOVAK may request release from this requirement after one (1) year of the probationary period. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. NOVAK shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. NOVAK.

MS. NOVAK shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. NOVAK and submit the report directly to the Board.

**Employment Conditions**

6. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and
submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

7. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which MS. NOVAK does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

8. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

9. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a **quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

10. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

13. Submit any and all information that the Board may request regarding MS. NOVAK’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466
16. Verify that the reports and documentation required by this Order are received in the Board office.

17. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of MS. NOVAK’s suspension shall be lifted and MS. NOVAK’s licenses to practice nursing as a registered nurse and licensed practical nurse will be automatically suspended if it appears to the Board that MS. NOVAK has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. NOVAK via certified mail of the specific nature of the charges and automatic suspension of MS. NOVAK’s licenses. MS. NOVAK may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. NOVAK has complied with all aspects of this Order; and (2) the Board determines that MS. NOVAK is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. NOVAK and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. NOVAK does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Roederer, Paula, R.N. 252756 (CASE #19-0803)
Action: It was moved by Barbara Douglas, seconded by Deborah Knueve, that the Board accept all of the Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner's Report and Recommendation, and that MS. ROEDERER’s license to practice nursing as a registered nurse in the State of Ohio be suspended for an indefinite period of time but not less than one (1) year with the conditions for reinstatement set forth below.

The rationale for the modification is the following: The Board in its expertise has determined that an indefinite suspension for a minimum period of at least one (1) year, rather than an indefinite period, is necessary to adequately protect the public.
Additionally, the suspension cannot be a condition on compliance with the terms of the March 2018 Consent Agreement, as it is no longer in effect.

**SUSPENSION OF LICENSE**

**MS. ROEDERER’s** license is suspended for an indefinite period of time but not less than one (1) year.

The Board may reinstate **MS. ROEDERER’s** license if **MS. ROEDERER** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTatement**

**MS. ROEDERER** shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement**, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. ROEDERER**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. ROEDERER’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. ROEDERER’s** completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of one thousand dollars ($1,000.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

**Educational Requirements**

6. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

7. Successfully complete and submit satisfactory documentation of successful
completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: five (5) hours Documentation; four (4) hours Disciplinary Actions; four (4) hours Professional Accountability and Legal Liability; one (1) hour Narcotic Drugs: Handling and Documentation; one (1) hour Safe Management of Narcotics; and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

Evaluations

8. Within ninety (90) days immediately prior to requesting reinstatement, at MS. ROEDERER's expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order. MS. ROEDERER shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. ROEDERER’s license, and a statement as to whether MS. ROEDERER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

9. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. ROEDERER’s license.

Reporting Requirements for Suspension Period

10. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

11. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

12. Submit any and all information that the Board may request regarding MS. ROEDERER's ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

13. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

14. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:
15. Verify that the reports and documentation required by this Order are received in the Board office.

16. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

17. Submit to the Board a completed application for reinstatement on the form provided by the Board.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Montgomery, Karen Yvonne, R.N. 334830 (CASE #17-4507; #18-3056)

Action: It was moved by Deborah Knueve, seconded by Barbara Douglas, that the Board seal Exhibits A, B and D, and all names of patients or family members of patients referenced in Exhibit C, to preserve the confidentiality of patient information in accordance with Section 4723.28(I)(2), ORC. It was further moved that the Board accept all of the Findings of Fact, Conclusions of Law, and modify the Recommendation in the Hearing Examiner’s Report and Recommendation and that MS. MONTGOMERY’s license to practice nursing as a registered nurse in the State of Ohio be subject to the probationary terms and restrictions set forth below for an indefinite period of time.

The rationale for the modification is the following: The Board in its expertise has determined that a term of probation, including a nurse refresher course, is adequate to protect the public.

**PROBATIONARY PERIOD**

MS. MONTGOMERY’s license shall be subject to Probationary Terms and Restrictions for an indefinite period of time.

**PROBATIONARY TERMS AND RESTRICTIONS**

MS. MONTGOMERY shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. MONTGOMERY, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. MONTGOMERY’s criminal records check to the Board. MS. MONTGOMERY’s completed criminal records check, including the FBI check, must be received by the Board within ninety (90) days following the effective date of this Order.

4. Submit documentation of her full compliance with the requirements imposed by the Ross County Common Pleas Court in Case Number 18 CR 287.

Employment Conditions

5. Within six (6) months immediately prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

6. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. MONTGOMERY does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

7. Within fifteen (15) days of the effective date of this Order, provide her current employer(s) with a copy of this Order, if working in a position in which a license to practice as a nurse is required. MS. MONTGOMERY is under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

8. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

9. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.
Reporting Requirements for Probationary Period

10. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

11. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

12. Submit any and all information that the Board may request regarding MS. MONTGOMERY’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

13. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

14. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH 43215-3466

15. Verify that the reports and documentation required by this Order are received in the Board office.

16. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. MONTGOMERY has complied with all aspects of this Order; and (2) the Board determines that MS. MONTGOMERY is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. MONTGOMERY and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. MONTGOMERY does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.
Motion adopted by a majority vote of the Board members present with Sandra Ranck and Joanna Ridgeway abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Axiotis, Molly Jo, R.N. 420378 (CASE #18-7257)
**Action:** It was moved by Lisa Klenke, seconded by Deborah Knueve, that the Board accept all of the Findings of Fact, Conclusions of Law, and the Recommendation in the Hearing Examiner’s Report and Recommendation and that **MS. AXIOTIS**’s license to practice nursing as a registered nurse be **PERMANENTLY REVOKED**.

Barbara Douglas voted no. Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Hawkins, Jeanette, P.N. Applicant (CASE #19-1723)
**Action:** It was moved by Brenda Boggs, seconded by Patricia Sharpnack, that the Board grant Respondent’s motion to submit late-filed objections to the Report and Recommendation. It was further moved that the Board accept all of the Findings of Fact and Conclusions of Law, and modify the Recommendation in the Hearing Examiner’s Report and Recommendation and that **MS. HAWKINS**’s application to practice nursing in the State of Ohio be **DENIED**.

The rationale for the modification is the following: The Board in its expertise has determined that it does not have the authority to impose a ten year waiting period for re-application.

Daniel Lehmann voted no. Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**NO REQUEST FOR HEARING**
Garber, Tiffany, DTI 005528 (CASE #18-7611, 18-5634)
**Action:** It was moved by Patricia Sharpnack, seconded by Brenda Boggs, that upon consideration of the charges stated against **TIFFANY GARBER** in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. GARBER** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. GARBER**’s certificate to practice as a dialysis technician intern be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, **MS. GARBER**’s certificate to practice as a dialysis technician intern shall be subject to a stayed suspension under the probationary terms and
restrictions set forth below for a minimum period of two (2) years including the Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

**SUSPENSION OF CERTIFICATE**

**MS. GARBER’s** certificate is suspended for an indefinite period of time.

The Board may reinstate **MS. GARBER’s** certificate if **MS. GARBER** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. GARBER** shall:

1. Be determined, by the Board or its designee, to be able to practice as a dialysis technician intern according to acceptable and prevailing standards of safe care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of dialysis technician interns in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. GARBER,** including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. GARBER’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. GARBER’s** completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

6. Submit documentation of her full compliance with the requirements imposed by the Hamilton County Municipal Court in Case Number C/18/CRB/1685.

**Educational Requirements**

7. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: three (3) hours Ethics.
Continuing education required by this Order does not meet the continuing education requirements for certificate renewal.

**Reporting Requirements for Suspension Period**

8. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

9. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

10. Submit any and all information that the Board may request regarding MS. GARBER's ability to practice as a dialysis technician intern according to acceptable and prevailing standards of safe care.

11. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

12. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

13. Verify that the reports and documentation required by this Order are received in the Board office.

14. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

15. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and MS. GARBER’s certificate shall be subject to Probationary Terms and Restrictions for a minimum period of two (2) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

MS. GARBER shall:
1. Obey all federal, state, and local laws, and all laws and rules governing the practice of dialysis technician interns in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Hamilton County Municipal Court in Case Number C/18/CRB/1685.

**Employment Conditions**

4. Upon the request of the Board or its designee, prior to working in a position where a certificate to practice as a dialysis technician intern is required, complete and submit satisfactory documentation of completion of a dialysis technician intern refresher course or an extensive orientation approved in advance by the Board or its designee.

5. Prior to accepting employment as a dialysis technician intern, each time with every employer, notify the Board, in writing. Any period during which MS. GARBER does not work in a position within the State of Ohio for which a certificate to practice as a dialysis technician intern is required shall not count toward fulfilling the probationary period imposed by this Order.

6. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a dialysis technician intern.

7. Have current employer(s), if working in a position where a certificate to practice as a dialysis technician intern is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a dialysis technician intern, whichever is later.

8. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

9. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

10. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

11. Submit any and all information that the Board may request regarding MS. GARBER's ability to practice as a dialysis technician intern according to acceptable and prevailing standards of safe care.
12. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

13. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH  43215-3466

14. Verify that the reports and documentation required by this Order are received in the Board office.

15. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

CERTIFICATE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. GARBER’s certificate is subject to the following Certificate Restrictions:

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. GARBER shall not practice nursing as a dialysis technician intern for staffing agencies or pools.

FAILURE TO COMPLY

The stay of MS. GARBER’s suspension shall be lifted and MS. GARBER’s certificate to practice as a dialysis technician intern will be automatically suspended if it appears to the Board that MS. GARBER has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. GARBER via certified mail of the specific nature of the charges and automatic suspension of MS. GARBER’s certificate. MS. GARBER may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. GARBER has complied with all aspects of this Order; and (2) the Board determines that MS. GARBER is able to practice as a dialysis technician intern according to acceptable and prevailing standards of safe care without Board monitoring,
based upon an interview with MS. GARBER and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. GARBER does not work in a position within the State of Ohio for which a certificate to practice as a dialysis technician intern is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Beidelschies and Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Gleckler, Michael D., P.N. 153739 (CASE #19-3083)

Action: It was moved by Brenda Boggs, seconded by Patricia Sharpnack, that upon consideration of the charges stated against MICHAEL D. GLECKLER in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MR. GLECKLER has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MR. GLECKLER’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below. Following reinstatement, MR. GLECKLER’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of one (1) year including the Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

SUSPENSION OF LICENSE

MR. GLECKLER’s license is suspended for an indefinite period of time.

The Board may reinstate MR. GLECKLER’s license if MR. GLECKLER submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MR. GLECKLER shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MR. GLECKLER,** including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MR. GLECKLER’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MR. GLECKLER’s** completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

**Educational Requirements**

6. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: five (5) hours Ethics, five (5) hours Substance Use Disorder, and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

**Evaluations**

7. **Within ninety (90) days immediately prior to requesting reinstatement,** at **MR. GLECKLER’s** expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MR. GLECKLER** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MR. GLECKLER’s** license, and a statement as to whether **MR. GLECKLER** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MR. GLECKLER’s** license.
Monitoring

9. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of MR. GLECKLER’s history. MR. GLECKLER shall self-administer the prescribed drugs only in the manner prescribed.

10. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement**, submit, at MR. GLECKLER’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MR. GLECKLER’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MR. GLECKLER shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has received a complete copy of this Order prior to prescribing for MR. GLECKLER.

   a. **Prior** to initiating drug screening:
      
      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MR. GLECKLER, and submit the report directly to the Board.

   b. **After** initiating drug screening, be under a **continuing duty** to:

      i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

      ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

      iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

      iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed,
administered, or dispensed to MR. GLECKLER and submit the report directly to the Board.

Reporting Requirements for Suspension Period

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

13. Submit any and all information that the Board may request regarding MR. GLECKLER’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

16. Verify that the reports and documentation required by this Order are received in the Board office.

17. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

18. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MR. GLECKLER’s license shall be subject to Probationary Terms and Restrictions for a minimum period of one (1) year.

PROBATIONARY TERMS AND RESTRICTIONS

MR. GLECKLER shall:
1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

Evaluations

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at MR. GLECKLER’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MR. GLECKLER shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MR. GLECKLER’s license, and a statement as to whether MR. GLECKLER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. If a substance use disorder evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MR. GLECKLER's license.

Monitoring

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of MR. GLECKLER’s history. MR. GLECKLER shall self-administer prescribed drugs only in the manner prescribed.

6. Submit, at his expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MR. GLECKLER shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has received a complete copy of this Order prior to prescribing for MR. GLECKLER.

MR. GLECKLER shall:
a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MR. GLECKLER and submit the report directly to the Board.

**Employment Conditions**

7. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

8. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which MR. GLECKLER does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

9. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

10. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

11. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.
13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding MR. GLECKLER’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH 43215-3466

17. Verify that the reports and documentation required by this Order are received in the Board office.

18. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MR. GLECKLER’s license is subject to the following License Restrictions:

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. GLECKLER shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MR. GLECKLER to provide nursing services for fees, compensation, or other consideration or who engage MR. GLECKLER as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. GLECKLER shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.
FAILURE TO COMPLY

The stay of MR. GLECKLER’s suspension shall be lifted and MR. GLECKLER’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MR. GLECKLER has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MR. GLECKLER via certified mail of the specific nature of the charges and automatic suspension of MR. GLECKLER’s license. MR. GLECKLER may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MR. GLECKLER has complied with all aspects of this Order; and (2) the Board determines that MR. GLECKLER is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MR. GLECKLER and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MR. GLECKLER does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Wallace, Danielle L.S., P.N. 130275 (CASE #19-3029)

Action: It was moved by Sandra Beidelschies, seconded by Brenda Boggs, that upon consideration of the charges stated against DANIELLE L.S. WALLACE in the a Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. WALLACE has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. WALLACE’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, MS. WALLACE’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years including the Temporary Practice Restrictions, unless otherwise approved in advance, and Temporary Narcotic Restrictions, set forth below.

SUSPENSION OF LICENSE

MS. WALLACE’s license is suspended for an indefinite period of time.
The Board may reinstate MS. WALLACE’s license if MS. WALLACE submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

MS. WALLACE shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. WALLACE, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. WALLACE’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. WALLACE’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

**Educational Requirements**

6. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: five (5) hours Substance Use Disorder, and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order **does not meet the continuing education requirements for license renewal.**

**Evaluations**

7. **Within ninety (90) days immediately prior to requesting reinstatement,** at MS. WALLACE’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a
copy of this Order and the Notice. **MS. WALLACE** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. WALLACE’s** license, and a statement as to whether **MS. WALLACE** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. WALLACE’s** license.

**Monitoring**

9. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. WALLACE’s** history. **MS. WALLACE** shall self-administer the prescribed drugs only in the manner prescribed.

10. Abstain completely from the use of alcohol or any products containing alcohol.

11. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement**, submit, at **MS. WALLACE’s** expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. WALLACE’s** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. WALLACE** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. WALLACE**.

   a. **Prior** to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed,
administered, or dispensed to **MS. WALLACE**, and submit the report directly to the Board.

b. **After** initiating drug screening, be under a **continuing duty** to:

i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. WALLACE** and submit the report directly to the Board.

**Reporting Requirements for Suspension Period**

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding **MS. WALLACE**'s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

    **Compliance Unit**
    **Ohio Board of Nursing**
    **17 South High Street, Suite 660**
    **Columbus, OH 43215-3466**

17. Verify that the reports and documentation required by this Order are received in the Board office.
18. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

19. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and MS. WALLACE’s license shall be subject to Probationary Terms and Restrictions for a minimum period of two (2) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. WALLACE** shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

**Evaluations**

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. WALLACE’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. WALLACE shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. WALLACE’s license, and a statement as to whether MS. WALLACE is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. If a substance use disorder evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. WALLACE’s license.
Monitoring

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. WALLACE’s history. MS. WALLACE shall self-administer prescribed drugs only in the manner prescribed.

6. Abstain completely from the use of alcohol or any products containing alcohol.

7. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. WALLACE shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. WALLACE.

MS. WALLACE shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. WALLACE and submit the report directly to the Board.

Employment Conditions

8. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

9. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. WALLACE does not work in a position within the State of Ohio for which a license to practice nursing
is required **shall not count** toward fulfilling the probationary period imposed by this Order.

10. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

11. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order** or **beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

12. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding **MS. WALLACE’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
   **Columbus, OH 43215-3466**

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board **within five (5) business days**, in writing, of any change in employment status or of any change in residential or home address or telephone number.
LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. WALLACE’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

MS. WALLACE shall not administer, have access to, or possess (except as prescribed for MS. WALLACE’s use by another so authorized by law who has full knowledge of MS. WALLACE’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. WALLACE shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. WALLACE shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. WALLACE shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. WALLACE to provide nursing services for fees, compensation, or other consideration or who engage MS. WALLACE as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. WALLACE shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. WALLACE’s suspension shall be lifted and MS. WALLACE’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. WALLACE has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. WALLACE via certified mail of the specific nature of the charges and automatic suspension of MS. WALLACE’s license. MS. WALLACE may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. WALLACE has complied with all aspects of this Order; and (2) the Board determines that MS. WALLACE is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring,
based upon an interview with **MS. WALLACE** and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which **MS. WALLACE** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Williams, Lori L. (aka “Laurie L. Williams”), P.N. 117136 (CASE #19-1415)**

**Action:** It was moved by Lauralee Krabill, seconded by Sandra Beidelschies, that upon consideration of the charges stated against **LORI L. WILLIAMS** in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. WILLIAMS** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. WILLIAMS’s** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, **MS. WILLIAMS’s** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years including the previously imposed Permanent Practice Restrictions unless otherwise approved in advance, the previously imposed Permanent Pediatric Practice Restrictions, and the Temporary Narcotic Restrictions, set forth below.

**SUSPENSION OF LICENSE**

**MS. WILLIAMS’s** license is suspended for an indefinite period of time.

The Board may reinstate **MS. WILLIAMS’s** license if **MS. WILLIAMS** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. WILLIAMS shall:**

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
3. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. WILLIAMS,** including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. WILLIAMS**'s criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. WILLIAMS**'s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

**Evaluations**

6. **Within ninety (90) days immediately prior to requesting reinstatement,** at **MS. WILLIAMS**'s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. WILLIAMS** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. WILLIAMS**'s license, and a statement as to whether **MS. WILLIAMS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. WILLIAMS**'s license.

**Monitoring**

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. WILLIAMS**'s history. **MS. WILLIAMS** shall self-administer the prescribed drugs only in the manner prescribed.

9. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement,** submit, at **MS. WILLIAMS**'s expense and on the day
selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. WILLIAMS’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. WILLIAMS shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. WILLIAMS.

a. Prior to initiating drug screening:
   i. Provide a copy of this Order to all treating practitioners;
   ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and
   iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. WILLIAMS, and submit the report directly to the Board.

b. After initiating drug screening, be under a continuing duty to:
   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;
   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;
   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and
   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. WILLIAMS and submit the report directly to the Board.

Reporting Requirements for Suspension Period

10. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

11. Sign release of information forms allowing health professionals and other
organizations to submit the requested documentation directly to the Board.

12. Submit any and all information that the Board may request regarding MS. WILLIAMS’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

13. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

14. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

15. Verify that the reports and documentation required by this Order are received in the Board office.

16. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

17. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. WILLIAMS’s license shall be subject to Probationary Terms and Restrictions for a minimum period of two (2) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. WILLIAMS shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

Evaluations

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. WILLIAMS’s expense, obtain a substance use disorder
evaluation by a substance use disorder professional approved by the Board or its
designee and, prior to the evaluation, provide the substance use disorder
professional with a copy of this Order and the Notice. **MS. WILLIAMS** shall
execute releases to permit the substance use disorder professional to obtain any
information deemed appropriate and necessary for the evaluation. The
substance use disorder professional shall submit a written opinion to the Board
that includes diagnoses, recommendations for treatment and monitoring, any
additional restrictions that should be placed on **MS. WILLIAMS**’s license, and a
statement as to whether **MS. WILLIAMS** is capable of practicing nursing
according to acceptable and prevailing standards of safe nursing care.

4. **If a substance use disorder evaluation is requested**, provide the Board with
satisfactory documentation of compliance with all aspects of the treatment plan
developed by the substance use disorder professional described above until
released. Further, the Board may utilize the professional's recommendations and
conclusions from the evaluation as a basis for additional terms and restrictions
on **MS. WILLIAMS**’s license.

**Monitoring**

5. Abstain completely from personal use or possession of drugs, except those
prescribed, administered, or dispensed to her by another so authorized by law
who has full knowledge of **MS. WILLIAMS**’s history. **MS. WILLIAMS** shall self-
administer prescribed drugs only in the manner prescribed.

6. Submit, at her expense, and on the day selected, blood, breath, hair or urine
specimens for drug and/or alcohol analysis at a collection site specified by the
Board at such times as the Board may request. Refusal to submit such
specimen, or failure to submit such specimen on the day she is selected, or in
such a manner as the Board may request, shall constitute a violation of a
restriction placed on a license for purposes of Section 4723.28(B), ORC. This
screening shall require a daily call-in process. The specimens submitted by **MS.
WILLIAMS** shall be negative, except for substances prescribed, administered, or
dispensed to her by another so authorized by law who has received a complete
copy of this Order prior to prescribing for **MS. WILLIAMS**.

**MS. WILLIAMS** shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional
treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight
(48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received
within twenty-four (24) hours of release from hospitalization or medical
treatment; and
d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. WILLIAMS** and submit the report directly to the Board.

**Employment Conditions**

7. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

8. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which **MS. WILLIAMS** does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

9. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

10. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

11. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding **MS. WILLIAMS**’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

17. Verify that the reports and documentation required by this Order are received in the Board office.

18. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. WILLIAMS’s license is subject to the following License Restrictions:

Permanent Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. WILLIAMS shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. WILLIAMS to provide nursing services for fees, compensation, or other consideration or who engage MS. WILLIAMS as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. WILLIAMS shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

Permanent Pediatric Practice Restrictions

MS. WILLIAMS shall not, while working in a position for which a nursing license is required, provide direct, hands-on patient care or management or supervision of direct, hands-on patient care to pediatric patients. For the purposes of this Order, pediatric patients shall include patients under the age of 18, and between the ages of newly born through age 17.

Temporary Narcotic Restriction

MS. WILLIAMS shall not administer, have access to, or possess (except as prescribed
for MS. WILLIAMS’s use by another so authorized by law who has full knowledge of MS. WILLIAMS’ history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. WILLIAMS shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. WILLIAMS shall not call in or order prescriptions or prescription refills.

**FAILURE TO COMPLY**

The stay of MS. WILLIAMS’s suspension shall be lifted and MS. WILLIAMS’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. WILLIAMS has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. WILLIAMS via certified mail of the specific nature of the charges and automatic suspension of MS. WILLIAMS’s license. MS. WILLIAMS may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. WILLIAMS has complied with all aspects of this Order; and (2) the Board determines that MS. WILLIAMS is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. WILLIAMS and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. WILLIAMS does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Williams, Taneesha Renee, P.N. 158638 (CASE #19-2262)

**Action:** It was moved by Erin Keels, seconded by Lauralee Krabill, that upon consideration of the charges stated against TANEESHA RENEE WILLIAMS in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. WILLIAMS has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, that MS. WILLIAMS’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, MS. WILLIAMS’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2)
years including the previously imposed Permanent Practice Restrictions, unless otherwise approved in advance, set forth below.

**SUSPENSION OF LICENSE**

**MS. WILLIAMS**’s license is suspended for an indefinite period of time.

The Board may reinstate **MS. WILLIAMS**’s license if **MS. WILLIAMS** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. WILLIAMS** shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. WILLIAMS,** including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. WILLIAMS**’s criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. WILLIAMS**’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

**Counseling**

6. **For a minimum period of ninety (90) days immediately prior to requesting reinstatement,** attend monthly counseling sessions with a licensed therapist that is approved in advance by the Board or its designee. **Prior to her first counseling session, **MS. WILLIAMS** shall provide the counselor with a complete copy of this Order and the Notice, and with a copy of the report of her mental health evaluation, dated September 26, 2017, at Partners in Behavioral Health and Wellness. **MS. WILLIAMS** shall provide satisfactory documentation of
compliance with the recommended counseling. MS. WILLIAMS shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

Reporting Requirements for Suspension Period

7. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

8. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

9. Submit any and all information that the Board may request regarding MS. WILLIAMS’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

10. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

11. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH 43215-3466

12. Verify that the reports and documentation required by this Order are received in the Board office.

13. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

14. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. WILLIAMS’s license shall be subject to Probationary Terms and Restrictions for a minimum period of two (2) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. WILLIAMS shall:
1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

**Counseling**

3. Continue to attend monthly counseling sessions with a licensed therapist that is approved in advance by the Board or its designee. **MS. WILLIAMS shall provide satisfactory documentation of compliance with the recommended counseling to the Board every three (3) months until successfully discharged.** **MS. WILLIAMS shall sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.**

**Employment Conditions**

4. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

5. **Prior to accepting employment as a nurse,** each time with every employer, notify the Board, in writing. Any period during which **MS. WILLIAMS does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count** toward fulfilling the probationary period imposed by this Order.

6. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse.**

7. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.**

8. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Workplace Monitor**

9. **Upon resuming employment as a nurse,** have a work site registered nurse (Workplace Monitor) approved in advance by the Board or its designee.
10. **Prior to working as a nurse**, provide the Workplace Monitor with a copy of this Order and the Notice. The Workplace Monitor shall supervise **MS. WILLIAMS’s** work performance and progress.

11. Have the Workplace Monitor maintain contact with the Board or its designee and submit written reports to the Board regarding **MS. WILLIAMS’s** job performance on a quarterly basis beginning within thirty (30) days of nursing employment.

12. In the event that the Workplace Monitor becomes unable or unwilling to serve in this capacity, **MS. WILLIAMS** shall notify the Board, in writing, within five (5) business days, and make arrangements acceptable to the Board or its designee for another Workplace Monitor to monitor **MS. WILLIAMS’s** performance and progress as required by this Order within thirty (30) days.

**Reporting Requirements for Probationary Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding **MS. WILLIAMS’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   **Ohio Board of Nursing**  
   **17 South High Street, Suite 660**  
   **Columbus, OH 43215-3466**

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board **within five (5) business days**, in writing, of any change in employment status or of any change in residential or home address or telephone number.
LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. WILLIAMS’s license is subject to the following License Restrictions:

Permanent Practice Restrictions

Upon reinstatement and unless otherwise approved in advance, in writing, by the Board or its designee, MS. WILLIAMS shall not practice nursing as a licensed practical nurse (1) for agencies providing home care in the patient’s residence; (2) for hospice care programs providing hospice care in the patient’s residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage MS. WILLIAMS to provide nursing services for fees, compensation, or other consideration or who engage MS. WILLIAMS as a volunteer.

Upon reinstatement and unless otherwise approved in advance, in writing, by the Board or its designee, MS. WILLIAMS shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. WILLIAMS’s suspension shall be lifted and MS. WILLIAMS’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. WILLIAMS has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. WILLIAMS via certified mail of the specific nature of the charges and automatic suspension of MS. WILLIAMS’s license. MS. WILLIAMS may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. WILLIAMS has complied with all aspects of this Order; and (2) the Board determines that MS. WILLIAMS is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. WILLIAMS and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. WILLIAMS does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.
Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Acierno, Carrie M., P.N. 140763 (CASE #18-6192)

Action: It was moved by Daniel Lehmann, seconded by Joanna Ridgeway, that upon consideration of the charges stated against CARRIE M. ACIERNO in the Notice of Immediate Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. ACIERNO has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. ACIERNO’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, MS. ACIERNO’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Narcotic Restrictions, set forth below.

SUSPENSION OF LICENSE

MS. ACIERNO’s license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate MS. ACIERNO’s license if MS. ACIERNO submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. ACIERNO shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. ACIERNO, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. ACIERNO’s criminal records check to the Board. The Board will not
consider a request for reinstatement until MS. ACIERNO’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

6. Submit documentation of her full compliance with the requirements imposed by the Cuyahoga County Court of Common Pleas in Case Number CR-18-634495-A.

Educational Requirements

7. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: five (5) hours Chemical Dependency, four (4) hours Professional Accountability, and two (2) hours Ohio Nursing Law and Rules/Ethics. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

Evaluations

8. Within ninety (90) days immediately prior to requesting reinstatement, at MS. ACIERNO’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. ACIERNO shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. ACIERNO's license, and a statement as to whether MS. ACIERNO is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

9. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. ACIERNO’s license.

Monitoring

10. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. ACIERNO's history. MS. ACIERNO shall self-
administer the prescribed drugs only in the manner prescribed.

11. Abstain completely from the use of alcohol or any products containing alcohol.

12. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, submit, at MS. ACIERNO’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. ACIERNO’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. ACIERNO shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. ACIERNO.

a. Prior to initiating drug screening:
   i. Provide a copy of this Order to all treating practitioners;
   ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and
   iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. ACIERNO, and submit the report directly to the Board.

b. After initiating drug screening, be under a continuing duty to:
   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;
   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;
   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and
   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. ACIERNO and submit the report directly to the Board.
**Reporting Requirements for Suspension Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. ACIERNOW’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and MS. ACIERNOW’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

MS. ACIERNOW shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Cuyahoga County Court of Common Pleas in Case Number CR-18-634495-A.

**Evaluations**

4. **Upon the request of the Board or its designee and within sixty (60) days of that request,** at MS. ACIERNO’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. ACIERNO shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. ACIERNO’s license, and a statement as to whether MS. ACIERNO is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

5. **If a substance use disorder evaluation is requested,** provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. ACIERNO’s license.

**Monitoring**

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. ACIERNO’s history. MS. ACIERNO shall self-administer prescribed drugs only in the manner prescribed.

7. Abstain completely from the use of alcohol or any products containing alcohol.

8. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. ACIERNO shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete
copy of this Order prior to prescribing for **MS. ACIERNO**.

**MS. ACIERNO** shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. ACIERNO and** submit the report directly to the Board.

**Employment Conditions**

9. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

10. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which **MS. ACIERNO** does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

11. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

12. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

13. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.
Reporting Requirements for Probationary Period

14. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

15. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

16. Submit any and all information that the Board may request regarding MS. ACIERNO’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

17. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

18. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

19. Verify that the reports and documentation required by this Order are received in the Board office.

20. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. ACIERNO’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

MS. ACIERNO shall not administer, have access to, or possess (except as prescribed for MS. ACIERNO’s use by another so authorized by law who has full knowledge of MS. ACIERNO’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. ACIERNO shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. ACIERNO shall not call in or order prescriptions or prescription refills.
FAILURE TO COMPLY

The stay of MS. ACIERNO’s suspension shall be lifted and MS. ACIERNO’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. ACIERNO has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. ACIERNO via certified mail of the specific nature of the charges and automatic suspension of MS. ACIERNO’s license. MS. ACIERNO may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. ACIERNO has complied with all aspects of this Order; and (2) the Board determines that MS. ACIERNO is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. ACIERNO and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. ACIERNO does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Best, Andrea Diana, P.N. 147160 (CASE #19-1493)

Action: It was moved by Joanna Ridgeway, seconded by Daniel Lehmann, that upon consideration of the charges stated against ANDREA DIANA BEST in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. BEST has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. BEST’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years, retroactive to March 26, 2019, with the conditions for reinstatement set forth below, and following reinstatement, MS. BEST’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

SUSPENSION OF LICENSE

MS. BEST’s license is suspended for an indefinite period of time but not less than two
(2) years, retroactive to March 26, 2019.

The Board may reinstate MS. BEST’s license if MS. BEST submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. BEST shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. BEST, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. BEST’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. BEST’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

**Evaluations**

6. **Within ninety (90) days immediately prior to requesting reinstatement,** at MS. BEST’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. BEST shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, including whether MS. BEST should be required to abstain from the use of alcohol or any products containing alcohol, any additional restrictions that should be placed on MS. BEST's license, and a statement as to whether MS. BEST is capable of practicing nursing
according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. BEST’s license.

**Monitoring**

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. BEST’s history. MS. BEST shall self-administer the prescribed drugs only in the manner prescribed.

9. **If recommended by a substance use disorder professional,** abstain completely from the use of alcohol or any products containing alcohol.

10. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement,** submit, at MS. BEST’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. BEST’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. BEST shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. BEST.

   a. **Prior** to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. BEST, and submit the report directly to the Board.

   b. **After** initiating drug screening, be under a **continuing duty** to:

      i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;
ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. BEST and submit the report directly to the Board.

**Reporting Requirements for Suspension Period**

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

13. Submit any and all information that the Board may request regarding MS. BEST’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

16. Verify that the reports and documentation required by this Order are received in the Board office.

17. Inform the Board **within five (5) business days**, in writing, of any change in residential or home address or telephone number.

18. Submit to the Board a completed application for reinstatement on the form provided by the Board.
PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. BEST’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. BEST shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

Evaluations

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. BEST’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. BEST shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, including whether MS. BEST should be required to abstain from the use of alcohol or any products containing alcohol, any additional restrictions that should be placed on MS. BEST’s license, and a statement as to whether MS. BEST is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. If a substance use disorder evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. BEST’s license.

Monitoring

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. BEST's history. MS. BEST shall self-administer prescribed drugs only in the manner prescribed.
6. If recommended by a substance use disorder professional, abstain completely from the use of alcohol or any products containing alcohol.

7. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. BEST shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. BEST.

MS. BEST shall:

   a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. BEST and submit the report directly to the Board.

Employment Conditions

8. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

9. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. BEST does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

10. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.
11. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

12. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. BEST’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH  43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

**LICENSE RESTRICTIONS**

In addition to Probationary Terms and Restrictions, MS. BEST’s license is subject to the following License Restrictions:
Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. BEST shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. BEST to provide nursing services for fees, compensation, or other consideration or who engage MS. BEST as a volunteer; or (4) as an independent contractor or for *locum tenens* assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. BEST shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. BEST's suspension shall be lifted and MS. BEST’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. BEST has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. BEST via certified mail of the specific nature of the charges and automatic suspension of MS. BEST’s license. MS. BEST may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. BEST has complied with all aspects of this Order; and (2) the Board determines that MS. BEST is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. BEST and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. BEST does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Bishop, Bryan Bentley, P.N. 098148 (CASE #17-0935)
Action: It was moved by Nancy Fellows, seconded by Barbara Douglas, that upon consideration of the charges stated against BRYAN BENTLEY BISHOP in the Notice and evidence supporting the charges, the Board find that MR. BISHOP has committed
acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MR. BISHOP’s license to practice nursing as a licensed practical nurse be REVOKED.

Brenda Boggs voted no. Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Chin, Rita Lynn, R.N. 455422 (CASE #19-1328)
Action: It was moved by Barbara Douglas, seconded by Nancy Fellows, that upon consideration of the charges stated against RITA LYNN CHIN in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. CHIN has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. CHIN’s license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, MS. CHIN’s license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Narcotic and Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

SUSPENSION OF LICENSE

MS. CHIN’s license is suspended for an indefinite period of time.

The Board may reinstate MS. CHIN’s license if MS. CHIN submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. CHIN shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement,
submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. CHIN, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. CHIN’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. CHIN’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

Evaluations

6. Within ninety (90) days immediately prior to requesting reinstatement, at MS. CHIN’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. CHIN shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. CHIN's license, and a statement as to whether MS. CHIN is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. CHIN’s license.

Monitoring

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. CHIN’s history. MS. CHIN shall self-administer the prescribed drugs only in the manner prescribed.

9. Abstain completely from the use of alcohol or any products containing alcohol.

10. For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, submit, at MS. CHIN’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. CHIN’s initiation of drug screening, refusal to
submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. CHIN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. CHIN**.

a. **Prior** to initiating drug screening:
   i. Provide a copy of this Order to all treating practitioners;
   ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and
   iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. CHIN**, and submit the report directly to the Board.

b. **After** initiating drug screening, be under a **continuing duty** to:
   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;
   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;
   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and
   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. CHIN** and submit the report directly to the Board.

11. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.
13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding **MS. CHIN’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

17. Verify that the reports and documentation required by this Order are received in the Board office.

18. Inform the Board **within five (5) business days**, in writing, of any change in residential or home address or telephone number.

19. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and **MS. CHIN’s** license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. CHIN shall:**

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.
Evaluations

3. **Upon the request of the Board or its designee and within sixty (60) days of that request**, at MS. CHIN's expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. CHIN shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation.** The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. CHIN's license, and a statement as to whether **MS. CHIN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **If a substance use disorder evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. CHIN**'s license.

Monitoring

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. CHIN**'s history. **MS. CHIN** shall self-administer prescribed drugs only in the manner prescribed.

6. Abstain completely from the use of alcohol or any products containing alcohol.

7. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. CHIN** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. CHIN**.

**MS. CHIN** shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;
b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. CHIN and submit the report directly to the Board.

Employment Conditions

8. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

9. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. CHIN does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

10. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

11. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

12. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
15. Submit any and all information that the Board may request regarding MS. CHIN’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH  43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. CHIN’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. CHIN shall not administer, have access to, or possess (except as prescribed for MS. CHIN’s use by another so authorized by law who has full knowledge of MS. CHIN’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. CHIN shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. CHIN shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. CHIN shall not practice nursing as a registered nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. CHIN to provide nursing services for fees, compensation, or other consideration or who engage MS. CHIN as a volunteer; or (4) as an independent contractor or for locum tenens assignments.
Unless otherwise approved in advance, in writing, by the Board or its designee, MS. CHIN shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. CHIN’s suspension shall be lifted and MS. CHIN’s license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that MS. CHIN has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. CHIN via certified mail of the specific nature of the charges and automatic suspension of MS. CHIN’s license. MS. CHIN may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. CHIN has complied with all aspects of this Order; and (2) the Board determines that MS. CHIN is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. CHIN and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. CHIN does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Eckenroad, Carrie R., P.N. 111845 (CASE #18-6109)

Action: It was moved by Deborah Knueve, seconded by Lisa Klenke, that upon consideration of the charges stated against CARRIE R. ECKENROAD in the Notice of Immediate Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. ECKENROAD has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. ECKENROAD’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than three (3) years with the conditions for reinstatement set forth below, and following reinstatement, MS. ECKENROAD’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth
below for a minimum period of three (3) years including the previously imposed Permanent Practice Restrictions, unless otherwise approved in advance, and Temporary Narcotic Restrictions, set forth below.

**SUSPENSION OF LICENSE**

**MS. ECKENROAD’s** license is suspended for an indefinite period of time but not less than three (3) years.

The Board may reinstate **MS. ECKENROAD’s** license if **MS. ECKENROAD** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. ECKENROAD shall:**

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement**, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. ECKENROAD**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. ECKENROAD’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. ECKENROAD’s** completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

6. Submit documentation of her full compliance with the requirements imposed by the Meigs County Court of Common Pleas in Case Number 18CR072.

**Evaluations**

7. **Within ninety (90) days immediately prior to requesting reinstatement**, at **MS. ECKENROAD’s** expense, obtain a substance use disorder evaluation by a
substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. ECKENROAD** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. ECKENROAD’s** license, and a statement as to whether **MS. ECKENROAD** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. ECKENROAD’s** license.

**Monitoring**

9. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. ECKENROAD’s** history. **MS. ECKENROAD** shall self-administer the prescribed drugs only in the manner prescribed.

10. Abstain completely from the use of alcohol or any products containing alcohol.

11. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement,** submit, at **MS. ECKENROAD’s** expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. ECKENROAD’s** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. ECKENROAD** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. ECKENROAD**.

   a. **Prior** to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and
iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. ECKENROAD, and submit the report directly to the Board.

b. After initiating drug screening, be under a continuing duty to:

i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. ECKENROAD and submit the report directly to the Board.

12. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements for Suspension Period

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. ECKENROAD’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:
Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. ECKENROAD’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. ECKENROAD shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Meigs County Court of Common Pleas in Case Number 18CR072.

Evaluations

4. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. ECKENROAD’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. ECKENROAD shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. ECKENROAD's license, and a statement as to whether MS. ECKENROAD is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
5. **If a substance use disorder evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. ECKENROAD’s** license.

**Monitoring**

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. ECKENROAD’s** history. **MS. ECKENROAD** shall self-administer prescribed drugs only in the manner prescribed.

7. Abstain completely from the use of alcohol or any products containing alcohol.

8. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. ECKENROAD** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. ECKENROAD**.

**MS. ECKENROAD** shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. ECKENROAD and** submit the report directly to the Board.

9. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and
provide satisfactory documentation of such attendance to the Board every six (6) months.

**Employment Conditions**

10. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

11. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which **MS. ECKENROAD** does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

12. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

13. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis **beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

14. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

15. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

16. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

17. Submit any and all information that the Board may request regarding **MS. ECKENROAD’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

18. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
19. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

20. Verify that the reports and documentation required by this Order are received in the Board office.

21. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. ECKENROAD’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

MS. ECKENROAD shall not administer, have access to, or possess (except as prescribed for MS. ECKENROAD’s use by another so authorized by law who has full knowledge of MS. ECKENROAD’s history) any narcotics, other controlled substances, or mood altering drugs for a minimum period of twelve (12) months in which MS. ECKENROAD is working in a position that requires a nursing license. At any time after the minimum period of twelve (12) months previously described, MS. ECKENROAD may submit a written request to the Board to have this restriction re-evaluated. In addition, MS. ECKENROAD shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. ECKENROAD shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. ECKENROAD shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. ECKENROAD to provide nursing services for fees, compensation, or other consideration or who engage MS. ECKENROAD as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. ECKENROAD shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant
Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. ECKENROAD's suspension shall be lifted and MS. ECKENROAD's license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. ECKENROAD has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. ECKENROAD via certified mail of the specific nature of the charges and automatic suspension of MS. ECKENROAD's license. MS. ECKENROAD may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. ECKENROAD has complied with all aspects of this Order; and (2) the Board determines that MS. ECKENROAD is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. ECKENROAD and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. ECKENROAD does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Fombo, Stephania Ngum, R.N. 433740, P.N. 138384 (CASE #19-0962)

Action: It was moved by Lisa Klenke, seconded by Deborah Knuve, that upon consideration of the charges stated against STEPHANIA NGUM FOMBO in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. FOMBO has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. FOMBO's licenses to practice nursing as a registered nurse and licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, MS. FOMBO's licenses to practice nursing as a registered nurse and licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of one (1) year including the Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.
SUSPENSION OF LICENSES

MS. FOMBO’s licenses are suspended for an indefinite period of time.

The Board may reinstate MS. FOMBO’s licenses if MS. FOMBO submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. FOMBO shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. FOMBO, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. FOMBO’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. FOMBO’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of one thousand dollars ($1,000.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

Educational Requirements

6. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee:

   a. Six (6) hours Nursing Documentation;
   b. Two (2) hours Critical Thinking;
   c. Two (2) hours Ohio Law and Rules; and
   d. Six (6) hours Texas nursing jurisprudence and ethics as required by the Texas 2017 Order OR in the alternative, four (4) hours Disciplinary Actions, four (4) hours Professional Accountability and Legal Liability, and three (3) hours
Professional Boundaries.

Continuing education required by this Order does not meet the continuing education requirements for license renewal.

Reporting Requirements for Suspension Period

7. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

8. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

9. Submit any and all information that the Board may request regarding MS. FOMBO’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

10. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

11. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH 43215-3466

12. Verify that the reports and documentation required by this Order are received in the Board office.

13. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

14. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. FOMBO’s licenses shall be subject to Probationary Terms and Restrictions for a minimum period of one (1) year.

PROBATIONARY TERMS AND RESTRICTIONS

MS. FOMBO shall:
1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

**Employment Conditions**

3. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

4. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. FOMBO does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

5. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

6. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

7. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

8. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

9. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

10. Submit any and all information that the Board may request regarding MS. FOMBO’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.
11. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

12. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH 43215-3466

13. Verify that the reports and documentation required by this Order are received in the Board office.

14. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. FOMBO’s licenses are subject to the following License Restrictions:

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. FOMBO shall not practice nursing as a registered nurse or licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. FOMBO to provide nursing services for fees, compensation, or other consideration or who engage MS. FOMBO as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. FOMBO shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. FOMBO’s suspension shall be lifted and MS. FOMBO's licenses to practice nursing as a registered nurse and licensed practical nurse will be automatically suspended if it appears to the Board that MS. FOMBO has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall
notify **MS. FOMBO** via certified mail of the specific nature of the charges and automatic suspension of **MS. FOMBO's** licenses. **MS. FOMBO** may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. FOMBO** has complied with all aspects of this Order; and (2) the Board determines that **MS. FOMBO** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. FOMBO** and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which **MS. FOMBO** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Hater, Heidi M. (aka “Heidi Michelle Wampler Hater”), R.N. 425324 (CASE #19-3959, #19-3315, #19-3316)**

**Action:** It was moved Patricia Sharpnack, seconded by Brenda Boggs, that upon consideration of the charges stated against **HEIDI M. HATER** in the Notice of Immediate Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. HATER** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. HATER’s** license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, **MS. HATER** shall obtain prior approval from the Board or its designee to practice in Ohio.

**SUSPENSION OF LICENSE**

**MS. HATER’s** license is suspended for an indefinite period of time.

The Board may reinstate **MS. HATER’s** license if **MS. HATER** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. HATER shall:**
1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. HATER, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. HATER’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. HATER’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

6. Submit documentation of her full compliance with the requirements imposed by the Commonwealth of Kentucky, Kenton Circuit Court, Third Division in Case Number 18-CR-1669.

7. Submit documentation that her Kentucky nursing license is current, valid and unrestricted.

8. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

**Reporting Requirements for Suspension Period**

9. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

10. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

11. Submit any and all information that the Board may request regarding MS. HATER’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.
12. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

13. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

14. Verify that the reports and documentation required by this Order are received in the Board office.

15. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

16. Submit to the Board a completed application for reinstatement on the form provided by the Board.

   FOLLOWING REINSTATEMENT

17. MS. HATER shall obtain prior approval from the Board or its designee to practice in Ohio.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Heery, Ashley M., R.N. 398073, P.N. 139746 (CASE #17-7460)

Action: It was moved by Brenda Boggs, seconded by Patricia Sharpnack, that upon consideration of the charges stated against ASHLEY M. HEERY in the Notice of Immediate Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. HEERY has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. HEERY’s licenses to practice nursing as a registered nurse and licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, MS. HEERY’s licenses to practice nursing as a registered nurse and licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Permanent Practice Restrictions, unless otherwise approved in advance, and Temporary Narcotic Restrictions, set forth below.
SUSPENSION OF LICENSES

MS. HEERY’s licenses are suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate MS. HEERY’s licenses if MS. HEERY submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. HEERY shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. HEERY, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. HEERY’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. HEERY’s completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of her full compliance with the requirements imposed by the Fairfield County Court of Common Pleas in Case Number 18 CR 615.

Evaluations

6. Within ninety (90) days immediately prior to requesting reinstatement, at MS. HEERY’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. HEERY shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, including whether MS. HEERY should be required to abstain from the use of alcohol or any products containing alcohol, any additional restrictions that should be placed on MS. HEERY’s
license, and a statement as to whether MS. HEERY is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. HEERY’s licenses.

**Monitoring**

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. HEERY’s history. MS. HEERY shall self-administer the prescribed drugs only in the manner prescribed.

9. **If recommended by a substance use disorder professional,** abstain completely from the use of alcohol or any products containing alcohol.

10. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement,** submit, at MS. HEERY’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. HEERY’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. HEERY shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. HEERY.

   a. **Prior** to initiating drug screening:

   i. Provide a copy of this Order to all treating practitioners;

   ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

   iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. HEERY, and submit the report directly to the Board.

   b. **After** initiating drug screening, be under a **continuing duty** to:

   i. Provide a copy of this Order, prior to initiating treatment, to
additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. HEERY and submit the report directly to the Board.

**Reporting Requirements for Suspension Period**

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

13. Submit any and all information that the Board may request regarding MS. HEERY’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
   **Columbus, OH 43215-3466**

16. Verify that the reports and documentation required by this Order are received in the Board office.

17. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

18. Submit to the Board a completed application for reinstatement on the form provided by the Board.
PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. HEERY’s licenses shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. HEERY shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Fairfield County Court of Common Pleas in Case Number 18 CR 615.

Evaluations

4. **Upon the request of the Board or its designee and within sixty (60) days of that request,** at MS. HEERY’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. HEERY shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation.** The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, including whether **MS. HEERY should be required to abstain from the use of alcohol or any products containing alcohol, any additional restrictions that should be placed on MS. HEERY’s license,** and a statement as to whether **MS. HEERY is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care**

5. **If a substance use disorder evaluation is requested,** provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. HEERY’s licenses.**

Monitoring

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law
who has full knowledge of MS. HEERY’s history. MS. HEERY shall self-administer prescribed drugs only in the manner prescribed.

7. **If recommended by a substance use disorder professional**, abstain completely from the use of alcohol or any products containing alcohol.

8. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. HEERY shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. HEERY.

MS. HEERY shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. HEERY and submit the report directly to the Board.

*Employment Conditions*

9. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

10. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which MS. HEERY does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.
11. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

12. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

13. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

14. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

15. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

16. Submit any and all information that the Board may request regarding MS. HEERY’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

17. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

18. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
   **Columbus, OH 43215-3466**

19. Verify that the reports and documentation required by this Order are received in the Board office.

20. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.
LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. HEERY’s licenses are subject to the following License Restrictions:

**Temporary Narcotic Restriction**

MS. HEERY shall not administer, have access to, or possess (except as prescribed for MS. HEERY’s use by another so authorized by law who has full knowledge of MS. HEERY’s history) any narcotics, other controlled substances, or mood altering drugs for a minimum period of twelve (12) months in which MS. HEERY is working in a position that requires a nursing license. At any time after the minimum period of twelve (12) months previously described, MS. HEERY may submit a written request to the Board to have this restriction re-evaluated. In addition, MS. HEERY shall not count narcotics or possess or carry any keys for locked medication carts, cabinets, drawers, or containers. MS. HEERY shall not call in or order prescriptions or prescription refills.

**Permanent Practice Restrictions**

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. HEERY shall not practice nursing as a registered nurse or licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. HEERY to provide nursing services for fees, compensation, or other consideration or who engage MS. HEERY as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. HEERY shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

**FAILURE TO COMPLY**

The stay of MS. HEERY’s suspension shall be lifted and MS. HEERY’s licenses to practice nursing as a registered nurse and licensed practical nurse will be automatically suspended if it appears to the Board that MS. HEERY has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. HEERY via certified mail of the specific nature of the charges and automatic suspension of MS. HEERY’s licenses. MS. HEERY may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. HEERY has complied with all aspects of this Order; and (2) the
Board determines that MS. HEERY is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. HEERY and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. HEERY does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Rutherford, Sherri A., P.N. 157268 (CASE #19-1529, #18-5286, #18-7320)

Action: It was moved by Sandra Beidelschies, seconded by Brenda Boggs, that upon consideration of the charges stated against SHERRI A. RUTHERFORD in the Notice of Immediate Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. RUTHERFORD has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. RUTHERFORD’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, MS. RUTHERFORD’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Permanent Practice Restrictions, unless otherwise approved in advance, and Temporary Narcotic Restrictions, set forth below.

SUSPENSION OF LICENSE

MS. RUTHERFORD’s license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate MS. RUTHERFORD’s license if MS. RUTHERFORD submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. RUTHERFORD shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.
2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. RUTHERFORD,** including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. RUTHERFORD's** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. RUTHERFORD's** completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

6. Submit documentation of her full compliance with the requirements imposed by the Geauga County Court of Common Pleas in Case Number 18 C 000185.

**Evaluations**

7. **Within ninety (90) days immediately prior to requesting reinstatement,** at **MS. RUTHERFORD's** expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. RUTHERFORD** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. RUTHERFORD's** license, and a statement as to whether **MS. RUTHERFORD** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. RUTHERFORD's** license.

**Monitoring**

9. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law
who has full knowledge of MS. RUTHERFORD’s history. MS. RUTHERFORD shall self-administer the prescribed drugs only in the manner prescribed.

10. Abstain completely from the use of alcohol or any products containing alcohol.

11. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, submit, at MS. RUTHERFORD’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. RUTHERFORD’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. RUTHERFORD shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. RUTHERFORD.

   a. Prior to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. RUTHERFORD, and submit the report directly to the Board.

   b. After initiating drug screening, be under a continuing duty to:

      i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

      ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

      iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

      iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. RUTHERFORD and submit the report directly to the Board.
12. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements for Suspension Period

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. RUTHERFORD’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH 43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. RUTHERFORD’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.
PROBATIONARY TERMS AND RESTRICTIONS

MS. RUTHERFORD shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Geauga County Court of Common Pleas in Case Number 18 C 000185.

Monitoring

4. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. RUTHERFORD’s history. MS. RUTHERFORD shall self-administer prescribed drugs only in the manner prescribed.

5. Abstain completely from the use of alcohol or any products containing alcohol.

6. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. RUTHERFORD shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. RUTHERFORD.

MS. RUTHERFORD shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription
report for any and all substances prescribed, administered, or dispensed to MS. RUTHERFORD and submit the report directly to the Board.

7. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months. MS. RUTHERFORD may request release from this requirement after one (1) year of the probationary period.

**Employment Conditions**

8. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

9. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. RUTHERFORD does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

10. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

11. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

12. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. RUTHERFORD’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.
16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit  
Ohio Board of Nursing  
17 South High Street, Suite 660  
Columbus, OH  43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. RUTHERFORD’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

MS. RUTHERFORD shall not administer, have access to, or possess (except as prescribed for MS. RUTHERFORD’s use by another so authorized by law who has full knowledge of MS. RUTHERFORD’s history) any narcotics, other controlled substances, or mood altering drugs for a minimum period of one (1) year in which MS. RUTHERFORD is working in a position that requires a nursing license. At any time after the minimum period of one (1) year previously described, MS. RUTHERFORD may submit a written request to the Board to have this restriction re-evaluated. In addition, MS. RUTHERFORD shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. RUTHERFORD shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. RUTHERFORD shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. RUTHERFORD to provide nursing services for fees, compensation, or other consideration or who engage MS. RUTHERFORD as a volunteer; or (4) as an independent contractor or for locum tenens assignments.
Unless otherwise approved in advance, in writing, by the Board or its designee, MS. RUTHERFORD shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. RUTHERFORD’s suspension shall be lifted and MS. RUTHERFORD’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. RUTHERFORD has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. RUTHERFORD via certified mail of the specific nature of the charges and automatic suspension of MS. RUTHERFORD’s license. MS. RUTHERFORD may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. RUTHERFORD has complied with all aspects of this Order; and (2) the Board determines that MS. RUTHERFORD is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. RUTHERFORD and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. RUTHERFORD does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Whitney, Alex G., R.N. 383478 (CASE #19-1250, #18-5967)
Action: It was moved by Lauralee Krabill, seconded by Erin Keels, that upon consideration consideration of the charges stated against ALEX G. WHITNEY in the Notice of Immediate Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MR. WHITNEY has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MR. WHITNEY’s license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than three (3) years with the conditions for reinstatement set forth below, and following reinstatement, MR. WHITNEY’s license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a
minimum period of three (3) years including the **Permanent Practice Restrictions**, unless otherwise approved in advance, and **Temporary Narcotic Restrictions**, set forth below.

**SUSPENSION OF LICENSE**

MR. WHITNEY’s license is suspended for an indefinite period of time but not less than three (3) years.

The Board may reinstate MR. WHITNEY’s license if MR. WHITNEY submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

MR. WHITNEY shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement**, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MR. WHITNEY, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MR. WHITNEY’s criminal records check to the Board. The Board will not consider a request for reinstatement until MR. WHITNEY’s completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of his full compliance with the requirements imposed by the Cuyahoga County Court of Common Pleas in Case Number CR-19-637178-A.

**Evaluations**

6. **Within ninety (90) days immediately prior to requesting reinstatement**, at MR. WHITNEY’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MR. WHITNEY shall execute releases to permit the substance use disorder professional to obtain any information deemed
appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MR. WHITNEY’s license, and a statement as to whether MR. WHITNEY is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MR. WHITNEY’s license.

Monitoring

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of MR. WHITNEY’s history. MR. WHITNEY shall self-administer the prescribed drugs only in the manner prescribed.

9. Abstain completely from the use of alcohol or any products containing alcohol.

10. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, submit, at MR. WHITNEY’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MR. WHITNEY’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MR. WHITNEY shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MR. WHITNEY.

a. Prior to initiating drug screening:

i. Provide a copy of this Order to all treating practitioners;

ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MR. WHITNEY, and submit the report directly to the Board.
b. **After** initiating drug screening, be under a **continuing duty** to:

   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MR. WHITNEY** and submit the report directly to the Board.

11. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding **MR. WHITNEY’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   **Ohio Board of Nursing**  
   **17 South High Street, Suite 660**  
   **Columbus, OH 43215-3466**
17. Verify that the reports and documentation required by this Order are received in the Board office.

18. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

19. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MR. WHITNEY’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MR. WHITNEY shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit documentation of his full compliance with the requirements imposed by the Cuyahoga County Court of Common Pleas in Case Number CR-19-637178-A.

Evaluations

4. Upon the request of the Board or its designee and within sixty (60) days of that request, at MR. WHITNEY’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MR. WHITNEY shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MR. WHITNEY’s license, and a statement as to whether MR. WHITNEY is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

5. If a substance use disorder evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until
released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MR. WHITNEY’s license.

**Monitoring**

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of MR. WHITNEY’s history. MR. WHITNEY shall self-administer prescribed drugs only in the manner prescribed.

7. Abstain completely from the use of alcohol or any products containing alcohol.

8. Submit, at his expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MR. WHITNEY shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has received a complete copy of this Order prior to prescribing for MR. WHITNEY.

MR. WHITNEY shall:

   a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MR. WHITNEY and submit the report directly to the Board.

9. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.
Employment Conditions

10. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

11. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MR. WHITNEY does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

12. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

13. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

14. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

15. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

16. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

17. Submit any and all information that the Board may request regarding MR. WHITNEY’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

18. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

19. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
20. Verify that the reports and documentation required by this Order are received in the Board office.

21. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MR. WHITNEY’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

MR. WHITNEY shall not administer, have access to, or possess (except as prescribed for MR. WHITNEY’s use by another so authorized by law who has full knowledge of MR. WHITNEY’s history) any narcotics, other controlled substances, or mood altering drugs minimum period of one (1) year in which MR. WHITNEY is working in a position that requires a nursing license. At any time after the minimum period of one (1) year previously described, MR. WHITNEY may submit a written request to the Board to have this restriction re-evaluated. In addition, MR. WHITNEY shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MR. WHITNEY shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. WHITNEY shall not practice nursing as a registered nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MR. WHITNEY to provide nursing services for fees, compensation, or other consideration or who engage MR. WHITNEY as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. WHITNEY shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MR. WHITNEY’s suspension shall be lifted and MR. WHITNEY’s license to
practice nursing as a registered nurse will be automatically suspended if it appears to the Board that MR. WHITNEY has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MR. WHITNEY via certified mail of the specific nature of the charges and automatic suspension of MR. WHITNEY’s license. MR. WHITNEY may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MR. WHITNEY has complied with all aspects of this Order; and (2) the Board determines that MR. WHITNEY is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MR. WHITNEY and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MR. WHITNEY does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Zumberger, Dawn Michelle, P.N. 117966 (CASE #19-0804)

**Action:** It was moved by Erin Keels, seconded by Daniel Lehmann, that upon consideration of the charges stated against DAWN MICHELLE ZUMBERGER in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. ZUMBERGER has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. ZUMBERGER’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below.

**SUSPENSION OF LICENSE**

MS. ZUMBERGER’s license is suspended for an indefinite period of time.

The Board may reinstate MS. ZUMBERGER’s license if MS. ZUMBERGER submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

MS. ZUMBERGER shall:
1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement**, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. ZUMBERGER, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. ZUMBERGER’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. ZUMBERGER’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

6. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

**Reporting Requirements for Suspension Period**

7. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

8. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

9. Submit any and all information that the Board may request regarding MS. ZUMBERGER’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

10. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

11. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:
12. Verify that the reports and documentation required by this Order are received in the Board office.

13. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

14. Submit to the Board a completed application for reinstatement on the form provided by the Board.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Beatty, April A., P.N. 142040 (CASE #19-3013)**

**Action:** It was moved by Daniel Lehmann, seconded by Joanna Ridgeway, that upon consideration of the charges stated against APRIL A. BEATTY in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. BEATTY has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. BEATTY’s license to practice nursing as a licensed practical nurse be PERMANENTLY REVOKED.

Barbara Douglas voted no. Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Bolling, Jacqueline Marrie (aka “Jacqueline Marie Bolling”), R.N. 433194 (CASE #18-7696)**

**Action:** It was moved by Joanna Ridgeway, seconded by Daniel Lehmann, that upon consideration of the charges stated against JACQUELINE MARRIE BOLLING in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. BOLLING has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. BOLLING’s license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, following reinstatement, MS. BOLLING shall obtain prior approval from the Board or its designee to practice in Ohio.
SUSPENSION OF LICENSE

MS. BOLLING’s license is suspended for an indefinite period of time.

The Board may reinstate MS. BOLLING’s license if MS. BOLLING submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. BOLLING shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. BOLLING, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. BOLLING’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. BOLLING’s completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of her full compliance with the terms and conditions imposed by the Consent Order and Stipulation issued by the Michigan Board of Nursing, dated September 6, 2018, and that her Michigan nursing license is current, valid and unrestricted.

6. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Reporting Requirements for Suspension Period

7. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

8. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
9. Submit any and all information that the Board may request regarding MS. BOLLING’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

10. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

11. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

12. Verify that the reports and documentation required by this Order are received in the Board office.

13. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

14. Submit to the Board a completed application for reinstatement on the form provided by the Board.

   FOLLOWING REINSTATEMENT

15. MS. BOLLING shall obtain prior approval from the Board or its designee to practice in Ohio.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Cassell, Richard, R.N. 348571 (CASE #19-2958)  
Action: It was moved by Nancy Fellows, seconded by Barbara Douglas, that upon consideration of the charges stated against RICHARD CASSELL in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MR. CASSELL has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MR. CASSELL’s license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below.
SUSPENSION OF LICENSE

MR. CASSELL’s license is suspended for an indefinite period of time.

The Board may reinstate MR. CASSELL’s license if MR. CASSELL submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MR. CASSELL shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MR. CASSELL, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MR. CASSELL’s criminal records check to the Board. The Board will not consider a request for reinstatement until MR. CASSELL’s completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of his full compliance with the terms and conditions imposed by the Order of Summary Suspension and Final Order issued by the State of Michigan Department or Licensing and Regulatory Affairs, Bureau of Professional Licensing, Board of Nursing, dated December 12, 2018, and April 23, 2019, respectively, and that his Michigan license is current, valid and unrestricted.

6. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

Monitoring

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of MR. CASSELL’s history. MR. CASSELL shall self-
administer the prescribed drugs only in the manner prescribed.

8. Abstain completely from the use of alcohol or any products containing alcohol.

9. For a minimum, continuous period of six (6) months immediately prior to requesting reinstatement, submit, at MR. CASSELL's expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MR. CASSELL's initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MR. CASSELL shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has received a complete copy of this Order prior to prescribing for MR. CASSELL.

   a. Prior to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MR. CASSELL, and submit the report directly to the Board.

   b. After initiating drug screening, be under a continuing duty to:

      i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

      ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

      iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

      iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MR. CASSELL and submit the report directly to the Board.
Reporting Requirements for Suspension Period

10. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

11. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

12. Submit any and all information that the Board may request regarding MR. CASSELL’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

13. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

14. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

15. Verify that the reports and documentation required by this Order are received in the Board office.

16. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

17. Submit to the Board a completed application for reinstatement on the form provided by the Board.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

De Priest-Hubbard, Marla (aka “Marla Renee DePriest-Hubbard,” “Marla Renee DePriest-Fizer,” “Marla Renee Fizer”), P.N. 111401 (CASE #19-1788)

Action: It was moved by Barbara Douglas, seconded by Nancy Fellows, that upon consideration of the charges stated against MARLA DE PRIEST-HUBBARD in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. DE PRIEST-HUBBARD has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. DE PRIEST-HUBBARD’s license to practice nursing as a licensed practical nurse
be suspended for an indefinite period of time with the conditions for reinstatement set forth below.

**SUSPENSION OF LICENSE**

**MS. DE PRIEST-HUBBARD’s license** is suspended for an indefinite period of time.

The Board may reinstate **MS. DE PRIEST-HUBBARD’s license** if **MS. DE PRIEST-HUBBARD** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. DE PRIEST-HUBBARD** shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. DE PRIEST-HUBBARD**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. DE PRIEST-HUBBARD’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. DE PRIEST-HUBBARD’s** completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of her full compliance with the terms and conditions imposed by the Orders issued by the Virginia Board of Nursing, dated August 18, 2017, and February 13, 2019, and that her Virginia license is current, valid, and unrestricted.

**Educational Requirements**

6. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

7. **Within ninety (90) days immediately prior to requesting reinstatement,**
The Board may utilize the educator’s recommendations and conclusions from the assessment as a basis for additional terms and restrictions on MS. DE PRIEST-HUBBARD’s license.
h. If **MS. DE PRIEST-HUBBARD** has met all other conditions for reinstatement, in the event that the educator’s recommendations include a clinical component, this requirement will be completed following reinstatement of **MS. DE PRIEST-HUBBARD’s** nursing license and prior to **MS. DE PRIEST-HUBBARD** practicing as a nurse.

**Reporting Requirements for Suspension Period**

8. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

9. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

10. Submit any and all information that the Board may request regarding **MS. DE PRIEST-HUBBARD’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

11. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

12. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

    **Compliance Unit**  
    **Ohio Board of Nursing**  
    **17 South High Street, Suite 660**  
    **Columbus, OH 43215-3466**

13. Verify that the reports and documentation required by this Order are received in the Board office.

14. Inform the Board **within five (5) business days**, in writing, of any change in residential or home address or telephone number.

15. Submit to the Board a completed application for reinstatement on the form provided by the Board.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.
Forrester, Blanche (aka “Blanche Wilson Bates”), P.N. 043753 (CASE #18-7602, #18-7206)

**Action:** It was moved by Deborah Knueve, seconded by Lisa Klenke, that upon consideration of the charges stated against **BLANCHE FORRESTER** in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. FORRESTER** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. FORRESTER’s** license to practice nursing as a licensed practical nurse be **PERMANENTLY REVOKED**.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Laude, Thomas Allen, R.N. 406565 (CASE #19-1658)

**Action:** It was moved by Patricia Sharpnack, seconded by Brenda Boggs, that upon consideration of the charges stated against **THOMAS ALLEN LAUDE** in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MR. LAUDE** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MR. LAUDE’s** license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, **MR. LAUDE** shall obtain prior approval from the Board or its designee to practice in Ohio.

**SUSPENSION OF LICENSE**

**MR. LAUDE’s** license is suspended for an indefinite period of time.

The Board may reinstate **MR. LAUDE’s** license if **MR. LAUDE** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATION**

**MR. LAUDE shall:**

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as
requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MR. LAUDE,** including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MR. LAUDE’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MR. LAUDE’s** completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of his full compliance with the terms and conditions imposed by the Letter issued by the Nevada State Board of Nursing dated April 26, 2019, and that his Nevada license is current, valid and unrestricted.

6. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

**Reporting Requirements for Suspension Period**

7. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

8. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

9. Submit any and all information that the Board may request regarding **MR. LAUDE’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

10. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

11. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
   **Columbus, OH 43215-3466**

12. Verify that the reports and documentation required by this Order are received in the Board office.

13. Inform the Board **within five (5) business days,** in writing, of any change in
residential or home address or telephone number.

14. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**FOLLOWING REINSTATEMENT**

15. **MR. LAUDE** shall obtain prior approval from the Board or its designee to practice in Ohio.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Lawson, Ruth N. (aka “Ruth Nana Vinga”, “Ruth Akaba Vinga”), R.N. 337629, P.N. 118385 (CASE #18-7543)**

**Action:** It was moved by Lisa Klenke, seconded by Deborah Knueve, that upon consideration of the charges stated against **RUTH N. LAWSON** in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. LAWSON** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. LAWSON’s** licenses to practice nursing as a registered nurse and licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, **MS. LAWSON** shall obtain prior approval from the Board or its designee to practice in Ohio, and shall be subject to the **previously imposed** Permanent Practice Restrictions, unless otherwise approved in advance, set forth below.

**SUSPENSION OF LICENSES**

**MS. LAWSON’s** licenses are suspended for an indefinite period of time.

The Board may reinstate **MS. LAWSON’s** licenses if **MS. LAWSON** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. LAWSON shall:**

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the
practice of nursing in Ohio.

3. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement**, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. LAWSON**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. LAWSON's** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. LAWSON's** completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of her full compliance with the terms and conditions imposed by the Consent Order of Probation issued by the Maryland Board of Nursing, dated December 12, 2018, and that her Maryland license is current, valid, and unrestricted.

6. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

### Reporting Requirements for Suspension Period

7. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

8. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

9. Submit any and all information that the Board may request regarding **MS. LAWSON's** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

10. **Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.**

11. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

    Compliance Unit  
    Ohio Board of Nursing  
    17 South High Street, Suite 660  
    Columbus, OH 43215-3466
12. Verify that the reports and documentation required by this Order are received in the Board office.

13. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

14. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**FOLLOWING REINSTATEMENT**

15. Following reinstatement, **MS. LAWSON** shall obtain prior approval from the Board or its designee to practice in Ohio.

**LICENSE RESTRICTIONS**

**MS. LAWSON’s licenses are subject to the following License Restrictions:**

**Permanent Practice Restrictions**

Unless otherwise approved in advance by the Board or its designee, **MS. LAWSON** shall not practice nursing (1) for agencies providing home care in the patient’s residence; (2) for hospice care programs providing hospice care in the patient’s residence; (3) for staffing agencies or pools; (4) as an independent provider where the nurse provides nursing care and is reimbursed for services by the State of Ohio through State agencies or agents of the State; or (5) for an individual or group of individuals who directly engage **MS. LAWSON** to provide nursing services for fees, compensation, or other consideration or as a volunteer.

Unless otherwise approved in advance by the Board or its designee, **MS. LAWSON** shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, and/or Vice President of Nursing.

Unless otherwise approved in advance by the Board or its designee, **MS. LAWSON** shall not function in any position or employment, where the job duties or requirements involve financial activity and/or financial transactions while working in a position for which a nursing license is required.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.
Nutting, John Joseph, P.N. 130932 (CASE #19-3043)

Action: It was moved by Sandra Beidelschies, seconded by Lauralee Krabill, that upon consideration of the charges stated against JOHN JOSEPH NUTTING in the Notice and evidence supporting the charges, the Board find that MR. NUTTING has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MR. NUTTING’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below.

SUSPENSION OF LICENSE

MR. NUTTING’s license is hereby suspended for an indefinite period of time.

The Board may reinstate MR. NUTTING’s license if MR. NUTTING submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MR. NUTTING shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MR. NUTTING, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MR. NUTTING’s criminal records check to the Board. The Board will not consider a request for reinstatement until MR. NUTTING’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.
Educational Requirements

6. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

7. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: five (5) hours Scope of Practice, four (4) hours Professional Accountability & Legal Liability, three (3) hours Critical Thinking, one (1) hour Communicating with Difficult People, and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

Reporting Requirements for Suspension Period

8. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

9. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

10. Submit any and all information that the Board may request regarding MR. NUTTING’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

11. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

12. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH 43215-3466

13. Verify that the reports and documentation required by this Order are received in the Board office.

14. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.
15. Submit to the Board a completed application for reinstatement on the form provided by the Board.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.


Action: It was moved by Lauralee Krabill, seconded by Sandra Beidelschies, that upon consideration of the charges stated against BRIDGETTE LOREEN PRINCE in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. PRINCE has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. PRINCE’s license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below.

**SUSPENSION OF LICENSE**

MS. PRINCE’s license is suspended for an indefinite period of time.

The Board may reinstate MS. PRINCE’s license if MS. PRINCE submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

MS. PRINCE shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. PRINCE, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. PRINCE’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. PRINCE’s completed criminal records check,
including the FBI check, is received by the Board.

5. Submit documentation of her full compliance with any terms and conditions imposed by the Kentucky Board of Nursing and the Indiana State Board of Nursing.

6. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

**Evaluations**

7. **Within ninety (90) days immediately prior to requesting reinstatement**, at **MS. PRINCE’s** expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. PRINCE** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, including whether **MS. PRINCE** should be subject to any narcotic or prescription restrictions, any additional restrictions that should be placed on **MS. PRINCE's** license, and a statement as to whether **MS. PRINCE** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. PRINCE’s** license.

**Reporting Requirements for Suspension Period**

9. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

10. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

11. Submit any and all information that the Board may request regarding **MS. PRINCE’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

12. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.
13. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

14. Verify that the reports and documentation required by this Order are received in the Board office.

15. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

16. Submit to the Board a completed application for reinstatement on the form provided by the Board.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Snyder, Kimberly A. (aka “Kimberly A. Scaffe”), P.N. 130550 (CASE #18-5494)

Action: It was moved by Erin Keels, seconded by Daniel Lehmann, that upon consideration of the charges stated against KIMBERLY A. SNYDER in the Notice of Immediate Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. SNYDER has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. SNYDER’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, MS. SNYDER’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Permanent Practice Restrictions, unless otherwise approved in advance, and Temporary Narcotic Restrictions, set forth below.

SUSPENSION OF LICENSE

MS. SNYDER’s license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate MS. SNYDER’s license if MS. SNYDER submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.
CONDITIONS FOR REINSTATEMENT

MS. SNYDER shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. SNYDER, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. SNYDER's criminal records check to the Board. The Board will not consider a request for reinstatement until MS. SNYDER's completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of her full compliance with the requirements imposed by the Fulton County Court of Common Pleas in Case Number 18CR000152.

6. Submit documentation of her full compliance with any terms and conditions imposed by the Michigan Department of Licensing and Regulatory Affairs.

Evaluations

7. Within ninety (90) days immediately prior to requesting reinstatement, at MS. SNYDER’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. SNYDER shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. SNYDER's license, and a statement as to whether MS. SNYDER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional
terms and restrictions on MS. SNYDER’s license.

**Monitoring**

9. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. SNYDER’s history. MS. SNYDER shall self-administer the prescribed drugs only in the manner prescribed.

10. Abstain completely from the use of alcohol or any products containing alcohol.

11. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, submit, at MS. SNYDER’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. SNYDER’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. SNYDER shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. SNYDER.

   a. **Prior** to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. SNYDER, and submit the report directly to the Board.

   b. **After** initiating drug screening, be under a **continuing duty** to:

      i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

      ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

      iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and
iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. SNYDER and submit the report directly to the Board.

12. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement,** attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. SNYDER’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   **Ohio Board of Nursing**  
   **17 South High Street, Suite 660**  
   **Columbus, OH 43215-3466**

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board **within five (5) business days**, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.
PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and **MS. SNYDER's** license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

**MS. SNYDER** shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Fulton County Court of Common Pleas in Case Number 18CR000152.

**Monitoring**

4. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. SNYDER’s** history. **MS. SNYDER** shall self-administer prescribed drugs only in the manner prescribed.

5. Abstain completely from the use of alcohol or any products containing alcohol.

6. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. SNYDER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. SNYDER**.

**MS. SNYDER** shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;
c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. SNYDER and submit the report directly to the Board.

7. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

**Employment Conditions**

8. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

9. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. SNYDER does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

10. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

11. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

12. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
15. Submit any and all information that the Board may request regarding MS. SNYDER’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit  
Ohio Board of Nursing  
17 South High Street, Suite 660  
Columbus, OH 43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. SNYDER’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

MS. SNYDER shall not administer, have access to, or possess (except as prescribed for MS. SNYDER’s use by another so authorized by law who has full knowledge of MS. SNYDER’s history) any narcotics, other controlled substances, or mood altering drugs for a minimum period of one (1) year in which MS. SNYDER is working in a position that requires a nursing license. At any time after the minimum period of one (1) year previously described, MS. SNYDER may submit a written request to the Board to have this restriction re-evaluated. In addition, MS. SNYDER shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. SNYDER shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. SNYDER shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. SNYDER to provide nursing services for fees, compensation,
or other consideration or who engage MS. SNYDER as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. SNYDER shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. SNYDER’s suspension shall be lifted and MS. SNYDER’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. SNYDER has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. SNYDER via certified mail of the specific nature of the charges and automatic suspension of MS. SNYDER’s license. MS. SNYDER may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. SNYDER has complied with all aspects of this Order; and (2) the Board determines that MS. SNYDER is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. SNYDER and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. SNYDER does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Steinke, Lauren Evann (aka “Lauren Evann Bassett”), R.N. 315494 (CASE #18-5320)
Action: It was moved by Daniel Lehmann, seconded by Joanna Ridgeway, that upon consideration of the charges stated against LAUREN EVANN STEINKE in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. STEINKE has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. STEINKE’s license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, MS. STEINKE’s license to practice nursing as a registered
nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

SUSPENSION OF LICENSE

MS. STEINKE’s license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate MS. STEINKE’s license if MS. STEINKE submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. STEINKE shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. STEINKE, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. STEINKE’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. STEINKE’s completed criminal records check, including the FBI check, is received by the Board.

5. Within ninety (90) days immediately prior to requesting reinstatement, at MS. STEINKE’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. STEINKE shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that
should be placed on MS. STEINKE’s license, and a statement as to whether MS. STEINKE is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. STEINKE’s license.

**Monitoring**

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. STEINKE’s history. MS. STEINKE shall self-administer the prescribed drugs only in the manner prescribed.

8. Abstain completely from the use of alcohol or any products containing alcohol.

9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, submit, at MS. STEINKE’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. STEINKE’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. STEINKE shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. STEINKE.

   a. **Prior** to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. STEINKE, and submit the report directly to the Board.

   b. **After** initiating drug screening, be under a **continuing duty** to:

      i. Provide a copy of this Order, prior to initiating treatment, to
additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. STEINKE** and submit the report directly to the Board.

**Reporting Requirements for Suspension Period**

10. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

11. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

12. Submit any and all information that the Board may request regarding **MS. STEINKE’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

13. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

14. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
   **Columbus, OH 43215-3466**

15. Verify that the reports and documentation required by this Order are received in the Board office.

16. Inform the Board **within five (5) business days**, in writing, of any change in residential or home address or telephone number.

17. Submit to the Board a completed application for reinstatement on the form provided by the Board.
PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and Ms. STEINKE’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. STEINKE shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

Evaluations

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at Ms. STEINKE’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. Ms. STEINKE shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on Ms. STEINKE’s license, and a statement as to whether Ms. STEINKE is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. If a substance use disorder evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on Ms. STEINKE’s license.

Monitoring

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of Ms. STEINKE’s history. Ms. STEINKE shall self-administer prescribed drugs only in the manner prescribed.

6. Abstain completely from the use of alcohol or any products containing alcohol.
7. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. **MS. STEINKE may request release from this requirement after one (1) year of the probationary period.** Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. STEINKE** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. STEINKE**.

**MS. STEINKE** shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. STEINKE and** submit the report directly to the Board.

**Employment Conditions**

8. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

9. **Prior to accepting employment as a nurse,** each time with every employer, notify the Board, in writing. Any period during which **MS. STEINKE** does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

10. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse.**

11. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this**
Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

12. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. STEINKE’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH  43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

**LICENSE RESTRICTIONS**

In addition to Probationary Terms and Restrictions, MS. STEINKE’s license is subject to the following License Restrictions:

**Temporary Practice Restrictions**

Unless otherwise approved in advance, in writing, by the Board or its designee,
MS. STEINKE shall not practice nursing as a registered nurse (1) in a patient's residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. STEINKE to provide nursing services for fees, compensation, or other consideration or who engage MS. STEINKE as a volunteer; or (4) as an independent contractor or for *locum tenens* assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. STEINKE shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

**FAILURE TO COMPLY**

The stay of MS. STEINKE's suspension shall be lifted and MS. STEINKE's license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that MS. STEINKE has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. STEINKE via certified mail of the specific nature of the charges and automatic suspension of MS. STEINKE's license. MS. STEINKE may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. STEINKE has complied with all aspects of this Order; and (2) the Board determines that MS. STEINKE is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. STEINKE and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. STEINKE does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Mans, Lisa Ann Wolff (aka “Lisa W. Mans”), R.N. 245283 (CASE #19-0396)

**Action:** It was moved by Joanna Ridgeway, seconded by Daniel Lehmann, that upon consideration of the charges stated against LISA ANN MANS in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. MANS has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. MANS’s license to practice
nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, MS. MANS shall obtain prior approval from the Board or its designee to practice in Ohio.

**SUSPENSION OF LICENSE**

MS. MANS’s license is suspended for an indefinite period of time.

The Board may reinstate MS. MANS’s license if MS. MANS submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

MS. MANS shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. MANS, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. MANS’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. MANS’s completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of her full compliance with the terms and conditions imposed by the Consent Order issued by the Illinois Board of Nursing dated December 18, 2018, and that her Illinois is current, valid, and unrestricted.

6. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

**Reporting Requirements for Suspension Period**

7. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.
8. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

9. Submit any and all information that the Board may request regarding MS. MANS’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

10. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

11. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

12. Verify that the reports and documentation required by this Order are received in the Board office.

13. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

14. Submit to the Board a completed application for reinstatement on the form provided by the Board.

   FOLLOWING REINSTATEMENT

15. MS. MANS shall obtain prior approval from the Board or its designee to practice in Ohio.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Ashburn, Jason R., P.N. 120705 (CASE #19-2621, #18-6148)  
Action: It was moved by Nancy Fellows, seconded by Barbara Douglas, that upon consideration of the charges stated against JASON R. ASHBURN in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MR. ASHBURN has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MR. ASHBURN’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of
time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, MR. ASHBURN’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

SUSPENSION OF LICENSE

MR. ASHBURN’s license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate MR. ASHBURN’s license if MR. ASHBURN submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MR. ASHBURN shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MR. ASHBURN, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MR. ASHBURN’s criminal records check to the Board. The Board will not consider a request for reinstatement until MR. ASHBURN’s completed criminal records check, including the FBI check, is received by the Board.

5. Within ninety (90) days immediately prior to requesting reinstatement, at MR. ASHBURN’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MR. ASHBURN shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder
professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MR. ASHBURN's license, and a statement as to whether MR. ASHBURN is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MR. ASHBURN's license.

**Monitoring**

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of MR. ASHBURN's history. MR. ASHBURN shall self-administer the prescribed drugs only in the manner prescribed.

8. Abstain completely from the use of alcohol or any products containing alcohol.

9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement,** submit, at MR. ASHBURN's expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MR. ASHBURN's initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MR. ASHBURN shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has received a complete copy of this Order prior to prescribing for MR. ASHBURN.

   a. **Prior** to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MR. ASHBURN, and submit the report directly to the Board.
b. **After** initiating drug screening, be under a *continuing duty* to:

i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MR. ASHBURN** and submit the report directly to the Board.

10. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement,** attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

13. Submit any and all information that the Board may request regarding **MR. ASHBURN**’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

    **Compliance Unit**  
    **Ohio Board of Nursing**  
    **17 South High Street, Suite 660**  
    **Columbus, OH 43215-3466**
16. Verify that the reports and documentation required by this Order are received in the Board office.

17. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

18. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and MR. ASHBURN's license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MR. ASHBURN** shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

**Evaluations**

3. **Upon the request of the Board or its designee and within sixty (60) days of that request**, at MR. ASHBURN’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MR. ASHBURN shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MR. ASHBURN's license, and a statement as to whether MR. ASHBURN is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **If a substance use disorder evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MR. ASHBURN’s license.
5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. ASHBURN’s** history. **MR. ASHBURN** shall self-administer prescribed drugs only in the manner prescribed.

6. Abstain completely from the use of alcohol or any products containing alcohol.

7. Submit, at his expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MR. ASHBURN** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MR. ASHBURN**.

**MR. ASHBURN** shall:

   a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MR. ASHBURN and** submit the report directly to the Board.

8. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

**Employment Conditions**

9. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.
10. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which MR. ASHBURN does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

11. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

12. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

13. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

14. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

15. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

16. Submit any and all information that the Board may request regarding MR. ASHBURN’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

17. **Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers**.

18. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   **Ohio Board of Nursing**  
   **17 South High Street, Suite 660**  
   **Columbus, OH 43215-3466**

19. Verify that the reports and documentation required by this Order are received in the Board office.
20. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MR. ASHBURN’s license is subject to the following License Restrictions:

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. ASHBURN shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MR. ASHBURN to provide nursing services for fees, compensation, or other consideration or who engage MR. ASHBURN as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MR. ASHBURN shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MR. ASHBURN’s suspension shall be lifted and MR. ASHBURN’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MR. ASHBURN has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MR. ASHBURN via certified mail of the specific nature of the charges and automatic suspension of MR. ASHBURN’s license. MR. ASHBURN may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MR. ASHBURN has complied with all aspects of this Order; and (2) the Board determines that MR. ASHBURN is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MR. ASHBURN and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MR. ASHBURN does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period
imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Balog, Maegan, R.N. 391457 (CASE #19-0010)

**Action:** It was moved by Barbara Douglas, seconded by Nancy Fellows, that upon consideration of the charges stated against **MAEGAN BALOG** in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. BALOG** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. BALOG**’s license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, **MS. BALOG**’s license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the **Temporary Narcotic and Temporary Practice Restrictions**, set forth below.

**SUSPENSION OF LICENSE**

**MS. BALOG**’s license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate **MS. BALOG**’s license if **MS. BALOG** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. BALOG** shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII)**
to conduct a criminal records check of MS. BALOG, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. BALOG's criminal records check to the Board. The Board will not consider a request for reinstatement until MS. BALOG’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

**Evaluations**

6. **Within ninety (90) days immediately prior to requesting reinstatement**, at MS. BALOG’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. BALOG shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, including whether MS. BALOG should abstain from the use of alcohol or any products containing alcohol and/or attend a support or peer group meetings, any additional restrictions that should be placed on MS. BALOG's license, and a statement as to whether MS. BALOG is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. BALOG's license.

**Monitoring**

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. BALOG’s history. MS. BALOG shall self-administer the prescribed drugs only in the manner prescribed.

9. **If recommended by the substance use disorder professional**, abstain completely from the use of alcohol or any products containing alcohol.

10. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement**, submit, at MS. BALOG’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis.
at a collection site specified by the Board at such times as the Board may request. Upon and after MS. BALOG’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. BALOG shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. BALOG.

a. **Prior** to initiating drug screening:
   
   i. Provide a copy of this Order to all treating practitioners;
   
   ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and
   
   iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. BALOG, and submit the report directly to the Board.

b. **After** initiating drug screening, be under a **continuing duty** to:
   
   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;
   
   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;
   
   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and
   
   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. BALOG and submit the report directly to the Board.

11. **If recommended by the substance use disorder professional**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.
Reporting Requirements for Suspension Period

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding MS. BALOG’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

17. Verify that the reports and documentation required by this Order are received in the Board office.

18. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

19. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. BALOG’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. BALOG shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

**Educational Requirements**

3. **Prior to working as a nurse**, establish contact with a nursing educator, approved in advance by the Board or its designee, who has no less than a master’s degree and who is affiliated with a nursing educational program.

   a. Have the educator provide the Board with a written report of an assessment of **MS. BALOG**, which identifies **MS. BALOG**’s knowledge/practice deficiencies and remedial educational needs.

   b. Prior to the assessment, provide the nursing educator with a copy of this Order and the Notice and submit to any nursing skills or knowledge assessments required by the educator. **MS. BALOG** shall also execute releases prior to the assessment to permit the educator to obtain any information deemed appropriate and necessary for the assessment including information from **MS. BALOG**’s employer(s), former employers, and Board staff.

   c. Following the assessment, have the educator provide the Board with a copy of a learning plan developed by the educator for **MS. BALOG** and obtain approval of the learning plan by the Board or its designee. The learning plan shall identify specific remediation that **MS. BALOG** shall complete to address any knowledge/practice deficiencies and remedial educational needs identified by the educator and shall identify the time frame during which **MS. BALOG** shall complete such learning plan.

   d. Successfully complete and submit satisfactory documentation of successful completion of the learning plan within the time frame specified in the learning plan.

   e. Be responsible for all costs associated with meeting the requirements of the learning plan.

   f. **After MS. BALOG has successfully completed the learning plan**, have the educator provide the Board with:

      i. An assessment and any recommendations for additional remedial education and/or restrictions that should be placed on **MS. BALOG**’s license; and

      ii. A written opinion stating whether **MS. BALOG** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
g. The Board may utilize the educator's recommendations and conclusions from the assessment as a basis for additional terms and restrictions on MS. BALOG's license.

Evaluations

4. **Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. BALOG's expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice.** MS. BALOG shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, including whether MS. BALOG should abstain from the use of alcohol or any products containing alcohol and/or attend a support or peer group meetings, any additional restrictions that should be placed on MS. BALOG's license, and a statement as to whether MS. BALOG is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

5. **If a substance use disorder evaluation is requested,** provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. BALOG's license.

Monitoring

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. BALOG's history. MS. BALOG shall self-administer prescribed drugs only in the manner prescribed.

7. **If recommended by the substance use disorder professional,** abstain completely from the use of alcohol or any products containing alcohol.

8. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. BALOG shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete
copy of this Order prior to prescribing for MS. BALOG.

**MS. BALOG shall:**

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. BALOG and submit** the report directly to the Board.

9. **If recommended by the substance use disorder professional,** attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

**Employment Conditions**

10. **Upon the request of the Board or its designee,** prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

11. **Prior to accepting employment as a nurse,** each time with every employer, notify the Board, in writing. Any period during which **MS. BALOG** does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

12. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse.**

13. **Have current employer(s),** if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.**
14. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

15. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

16. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

17. Submit any and all information that the Board may request regarding MS. BALOG’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

18. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

19. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
   **Columbus, OH 43215-3466**

20. Verify that the reports and documentation required by this Order are received in the Board office.

21. Inform the Board **within five (5) business days**, in writing, of any change in employment status or of any change in residential or home address or telephone number.

**LICENSE RESTRICTIONS**

In addition to Probationary Terms and Restrictions, MS. BALOG’s license is subject to the following License Restrictions:

**Temporary Narcotic Restriction**

MS. BALOG shall not administer, have access to, or possess (except as prescribed for MS. BALOG’s use by another so authorized by law who has full knowledge of MS. BALOG’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. BALOG shall not count narcotics or possess or carry any work keys for
locked medication carts, cabinets, drawers, or containers. **MS. BALOG** shall not call in or order prescriptions or prescription refills.

**Temporary Practice Restrictions**

**MS. BALOG** shall not practice nursing as a registered nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage **MS. BALOG** to provide nursing services for fees, compensation, or other consideration or who engage **MS. BALOG** as a volunteer; or (4) as an independent contractor or for *locum tenens* assignments.

**MS. BALOG** shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

**FAILURE TO COMPLY**

The stay of **MS. BALOG**’s suspension shall be lifted and **MS. BALOG**’s license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. BALOG** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. BALOG** via certified mail of the specific nature of the charges and automatic suspension of **MS. BALOG**’s license. **MS. BALOG** may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. BALOG** has complied with all aspects of this Order; and (2) the Board determines that **MS. BALOG** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. BALOG** and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which **MS. BALOG** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.
Castle, Emily Dawn, P.N. 170776 (CASE #19-3686)

**Action:** It was moved by Deborah Knueve, seconded by Lisa Klenke, that upon consideration of the charges stated against EMILY DAWN CASTLE in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. CASTLE has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. CASTLE's license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, MS. CASTLE's license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

**SUSPENSION OF LICENSE**

MS. CASTLE's license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate MS. CASTLE's license if MS. CASTLE submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

MS. CASTLE shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. CASTLE, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. CASTLE's criminal records check to the Board. The Board will not consider a request for reinstatement until MS. CASTLE's completed criminal records check, including the FBI check, is received by the Board.
Evaluations

5. **Within ninety (90) days immediately prior to requesting reinstatement**, at MS. CASTLE’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. CASTLE shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. CASTLE’s license, and a statement as to whether MS. CASTLE is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. CASTLE’s license.

Monitoring

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. CASTLE’s history. MS. CASTLE shall self-administer the prescribed drugs only in the manner prescribed.

8. Abstain completely from the use of alcohol or any products containing alcohol.

9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, submit, at MS. CASTLE’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. CASTLE’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. CASTLE shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. CASTLE.

   a. **Prior** to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;
ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. CASTLE, and submit the report directly to the Board.

b. After initiating drug screening, be under a continuing duty to:

i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. CASTLE and submit the report directly to the Board.

Reporting Requirements for Suspension Period

10. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

11. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

12. Submit any and all information that the Board may request regarding MS. CASTLE’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

13. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

14. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

15. Verify that the reports and documentation required by this Order are received in the Board office.

16. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

17. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. CASTLE's license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. CASTLE shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

Evaluations

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. CASTLE's expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. CASTLE shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. CASTLE's license, and a statement as to whether MS. CASTLE is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. If a substance use disorder evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions
on MS. CASTLE’s license.

Monitoring

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. CASTLE’s history. MS. CASTLE shall self-administer prescribed drugs only in the manner prescribed.

6. Abstain completely from the use of alcohol or any products containing alcohol.

7. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. MS. CASTLE may request release from this requirement after one (1) year of the probationary period. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. CASTLE shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. CASTLE.

MS. CASTLE shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. CASTLE and submit the report directly to the Board.

Employment Conditions

8. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.
9. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which **MS. CASTLE** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

10. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

11. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

12. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding **MS. CASTLE's** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   **Ohio Board of Nursing**  
   **17 South High Street, Suite 660**  
   **Columbus, OH 43215-3466**

18. Verify that the reports and documentation required by this Order are received in the Board office.
19. Inform the Board *within five (5) business days*, in writing, of any change in employment status or of any change in residential or home address or telephone number.

**LICENSE RESTRICTIONS**

In addition to Probationary Terms and Restrictions, MS. CASTLE’s license is subject to the following License Restrictions:

**Temporary Practice Restrictions**

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. CASTLE shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. CASTLE to provide nursing services for fees, compensation, or other consideration or who engage MS. CASTLE as a volunteer; or (4) as an independent contractor or for *locum tenens* assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. CASTLE shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

**FAILURE TO COMPLY**

The stay of MS. CASTLE’s suspension shall be lifted and MS. CASTLE’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. CASTLE has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. CASTLE via certified mail of the specific nature of the charges and automatic suspension of MS. CASTLE’s license. MS. CASTLE may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. CASTLE has complied with all aspects of this Order; and (2) the Board determines that MS. CASTLE is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. CASTLE and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. CASTLE does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.
Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Davis, Tia M., D.T. 003784 (CASE #17-7406, #17-6832)

**Action:** It was moved by Patricia Sharpnack, seconded by Brenda Boggs, that upon consideration of the charges stated against **TIA M. DAVIS** in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. DAVIS** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. DAVIS**’s certificate to practice as a dialysis technician be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, **MS. DAVIS**’s certificate to practice as a dialysis technician shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

**SUSPENSION OF CERTIFICATE**

**MS. DAVIS**’s certificate is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate **MS. DAVIS**’s certificate if **MS. DAVIS** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. DAVIS** shall:

1. Be determined, by the Board or its designee, to be able to practice as a dialysis technician according to acceptable and prevailing standards of safe care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of dialysis technicians in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. DAVIS**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. DAVIS**’s criminal records check to the Board. The Board will not consider a
request for reinstatement until MS. DAVIS’s completed criminal records check, including the FBI check, is received by the Board.

Evaluations

5. **Within ninety (90) days immediately prior to requesting reinstatement**, at MS. DAVIS's expense, obtain a mental health evaluation from a Board approved evaluator and provide the Board with complete documentation of such evaluation. Prior to the evaluation, MS. DAVIS shall provide the mental health evaluator with a copy of this Order and the Notice. MS. DAVIS shall execute releases to permit the mental health evaluator to obtain any information deemed appropriate and necessary for the evaluation. The mental health evaluator shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. DAVIS's certificate, and a statement as to whether MS. DAVIS is capable of practicing as a dialysis technician according to acceptable and prevailing standards of safe care.

6. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the mental health evaluator described above until released. Further, the Board may utilize the mental health evaluator’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. DAVIS's certificate.

7. **Within ninety (90) days immediately prior to requesting reinstatement**, at MS. DAVIS’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. DAVIS shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring including whether MS. DAVIS should attend support or peer group meetings, any additional restrictions that should be placed on MS. DAVIS’s certificate, and a statement as to whether MS. DAVIS is capable of practicing as a dialysis technician according to acceptable and prevailing standards of safe care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. DAVIS's certificate.

Monitoring

9. Abstain completely from personal use or possession of drugs, except those
prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. DAVIS’s history. MS. DAVIS shall self-administer the prescribed drugs only in the manner prescribed.

10. Abstain completely from the use of alcohol or any products containing alcohol.

11. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, submit, at MS. DAVIS’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. DAVIS’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a certificate for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. DAVIS shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. DAVIS.

   a. Prior to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. DAVIS, and submit the report directly to the Board.

   b. After initiating drug screening, be under a continuing duty to:

      i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

      ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

      iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

      iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. DAVIS and submit the report
directly to the Board.

12. If recommended by the substance use disorder professional, for a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements for Suspension Period

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. DAVIS’s ability to practice as a dialysis technician according to acceptable and prevailing standards of safe care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. DAVIS’s certificate shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.
PROBATIONARY TERMS AND RESTRICTIONS

MS. DAVIS shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of dialysis technicians in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

**Evaluations**

3. **Upon the request of the Board or its designee and within sixty (60) days of that request,** at MS. DAVIS's expense, obtain a mental health evaluation from a Board approved evaluator and provide the Board with complete documentation of such evaluation. Prior to the evaluation, MS. DAVIS shall provide the mental health evaluator with a copy of this Order and the Notice. MS. DAVIS shall execute releases to permit the mental health evaluator to obtain any information deemed appropriate and necessary for the evaluation. The mental health evaluator shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. DAVIS's certificate, and a statement as to whether MS. DAVIS is capable of practicing as a dialysis technician according to acceptable and prevailing standards of safe care.

4. **If a mental health evaluation is requested,** provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the mental health evaluator described above until released. Further, the Board may utilize the mental health evaluator's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. DAVIS's certificate.

5. **Upon the request of the Board or its designee and within sixty (60) days of that request,** at MS. DAVIS's expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. DAVIS shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring including whether MS. DAVIS should attend support or peer group meetings, any additional restrictions that should be placed on MS. DAVIS's certificate, and a statement as to whether MS. DAVIS is capable of practicing as a dialysis technician according to acceptable and prevailing standards of safe care.
6. If a substance use disorder evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. DAVIS’s certificate.

Monitoring

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. DAVIS’s history. MS. DAVIS shall self-administer prescribed drugs only in the manner prescribed.

8. Abstain completely from the use of alcohol or any products containing alcohol.

9. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a certificate for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. DAVIS shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. DAVIS.

MS. DAVIS shall:

   a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. DAVIS and submit the report directly to the Board.

10. If recommended by the substance use disorder professional, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.
Employment Conditions

11. Upon the request of the Board or its designee, prior to working in a position where a certificate to practice as a dialysis technician is required, complete and submit satisfactory documentation of completion of a dialysis technician refresher course or an extensive orientation approved in advance by the Board or its designee.

12. Prior to accepting employment as a dialysis technician, each time with every employer, notify the Board, in writing. Any period during which MS. DAVIS does not work in a position within the State of Ohio for which a certificate to practice as a dialysis technician is required shall not count toward fulfilling the probationary period imposed by this Order.

13. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a dialysis technician.

14. Have current employer(s), if working in a position where a certificate to practice as a dialysis technician is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a dialysis technician, whichever is later.

15. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

16. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

17. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

18. Submit any and all information that the Board may request regarding MS. DAVIS’s ability to practice as a dialysis technician according to acceptable and prevailing standards of safe care.

19. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

20. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:
21. Verify that the reports and documentation required by this Order are received in the Board office.

22. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

CERTIFICATE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. DAVIS’s certificate is subject to the following Certificate Restrictions:

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. DAVIS shall not practice as a dialysis technician (1) in a patient’s residence; or (2) for staffing agencies or pools.

FAILURE TO COMPLY

The stay of MS. DAVIS’s suspension shall be lifted and MS. DAVIS’s certificate to practice as a dialysis technician will be automatically suspended if it appears to the Board that MS. DAVIS has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. DAVIS via certified mail of the specific nature of the charges and automatic suspension of MS. DAVIS’s certificate. MS. DAVIS may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. DAVIS has complied with all aspects of this Order; and (2) the Board determines that MS. DAVIS is able to practice as a dialysis technician according to acceptable and prevailing standards of safe care without Board monitoring, based upon an interview with MS. DAVIS and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. DAVIS does not work in a position within the State of Ohio for which a certificate to practice as a dialysis technician is required shall not count toward fulfilling the probationary period imposed by this Order.
Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Dunlap, Stephanie A. (aka “Stephanie A. Vanbibber”), P.N. 112454 (CASE #19-1572)**

**Action:** It was moved by Brenda Boggs, seconded by Patricia Sharpnack, that upon consideration of the charges stated against **STEPHANIE A. DUNLAP** in the Notice of Immediate Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. DUNLAP** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. DUNLAP’s** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than three (3) years with the conditions for reinstatement set forth below, and following reinstatement, **MS. DUNLAP’s** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the previously imposed Permanent Practice Restrictions, unless otherwise approved, and the Temporary Narcotic Restrictions, unless otherwise approved in advance, set forth below.

**SUSPENSION OF LICENSE**

**MS. DUNLAP’s** license is suspended for an indefinite period of time but not less than three (3) years.

The Board may reinstate **MS. DUNLAP’s** license if **MS. DUNLAP** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATMENT**

**MS. DUNLAP shall:**

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. DUNLAP**, including a check of
Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. DUNLAP’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. DUNLAP’s** completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

6. Submit documentation of her full compliance with the requirements imposed by the Licking County Court of Common Pleas in Case Number 19CR00143.

**Evaluations**

7. **Within ninety (90) days immediately prior to requesting reinstatement,** at **MS. DUNLAP’s** expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. DUNLAP** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. DUNLAP’s** license, and a statement as to whether **MS. DUNLAP** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. DUNLAP’s** license.

**Monitoring**

9. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. DUNLAP’s** history. **MS. DUNLAP** shall self-administer the prescribed drugs only in the manner prescribed.

10. Abstain completely from the use of alcohol or any products containing alcohol.

11. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement,** submit, at **MS. DUNLAP’s** expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may
request. Upon and after MS. DUNLAP’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. DUNLAP shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. DUNLAP.

a. **Prior** to initiating drug screening:

i. Provide a copy of this Order to all treating practitioners;

ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and 

iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. DUNLAP, and submit the report directly to the Board.

b. **After** initiating drug screening, be under a continuing duty to:

i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. DUNLAP and submit the report directly to the Board.

12. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of
the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. DUNLAP’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH  43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. DUNLAP’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. DUNLAP shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.
3. Submit documentation of her full compliance with the requirements imposed by the Licking County Court of Common Pleas in Case Number 19CR00143.

**Evaluations**

4. **Upon the request of the Board or its designee and within sixty (60) days of that request,** at MS. DUNLAP’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. DUNLAP shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. DUNLAP’s license, and a statement as to whether MS. DUNLAP is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

5. **If a substance use disorder evaluation is requested,** provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. DUNLAP’s license.

**Monitoring**

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. DUNLAP’s history. MS. DUNLAP shall self-administer prescribed drugs only in the manner prescribed.

7. Abstain completely from the use of alcohol or any products containing alcohol.

8. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. DUNLAP shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. DUNLAP.

MS. DUNLAP shall:
a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. DUNLAP and submit the report directly to the Board.

9. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

Employment Conditions

10. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

11. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. DUNLAP does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

12. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

13. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

14. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.
**Reporting Requirements for Probationary Period**

15. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

16. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

17. Submit any and all information that the Board may request regarding **MS. DUNLAP’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

18. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

19. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   **Ohio Board of Nursing**  
   **17 South High Street, Suite 660**  
   **Columbus, OH 43215-3466**

20. Verify that the reports and documentation required by this Order are received in the Board office.

21. Inform the Board **within five (5) business days**, in writing, of any change in employment status or of any change in residential or home address or telephone number.

**LICENSE RESTRICTIONS**

In addition to Probationary Terms and Restrictions, **MS. DUNLAP’s** license is subject to the following License Restrictions:

**Temporary Narcotic Restriction**

Unless otherwise approved in advance, in writing, by the Board or its designee, **MS. DUNLAP** shall not administer, have access to, or possess (except as prescribed for **MS. DUNLAP’s** use by another so authorized by law who has full knowledge of **MS. DUNLAP’s** history) any narcotics, other controlled substances, or mood altering drugs. In addition, **MS. DUNLAP** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. DUNLAP** shall not call in or order prescriptions or prescription refills.


**Permanent Practice Restrictions**

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. DUNLAP shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. DUNLAP to provide nursing services for fees, compensation, or other consideration or who engage MS. DUNLAP as a volunteer; or (4) as an independent contractor or for *locum tenens* assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. DUNLAP shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

**FAILURE TO COMPLY**

The stay of MS. DUNLAP’s suspension shall be lifted and MS. DUNLAP’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. DUNLAP has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. DUNLAP via certified mail of the specific nature of the charges and automatic suspension of MS. DUNLAP’s license. MS. DUNLAP may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. DUNLAP has complied with all aspects of this Order; and (2) the Board determines that MS. DUNLAP is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. DUNLAP and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. DUNLAP does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Erb, Haylee Marie, P.N. 146983 (CASE #19-2485)

**Action:** It was moved by Sandra Beidelschies, seconded by Brenda Boggs, that upon consideration of the charges stated against HAYLEE MARIE ERB in the Notice of
Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. ERB has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. ERB’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, MS. ERB’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years including the Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

SUSPENSION OF LICENSE

MS. ERB’s license is suspended for an indefinite period of time.

The Board may reinstate MS. ERB’s license if MS. ERB submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. ERB shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. ERB, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. ERB’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. ERB’s completed criminal records check, including the FBI check, is received by the Board.

Evaluations

5. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. ERB’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder
professional with a copy of this Order and the Notice. MS. ERB shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. ERB's license, and a statement as to whether MS. ERB is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. **If a substance use disorder evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. ERB's license.

**Monitoring**

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. ERB's history. MS. ERB shall self-administer the prescribed drugs only in the manner prescribed.

8. Abstain completely from the use of alcohol or any products containing alcohol.

9. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement**, submit, at MS. ERB's expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. ERB's initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. ERB shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. ERB.

   a. **Prior** to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed,
administered, or dispensed to MS. ERB, and submit the report directly to the Board.

b. **After** initiating drug screening, be under a **continuing duty** to:

   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. ERB and submit the report directly to the Board.

10. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

***Reporting Requirements for Suspension Period***

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

13. Submit any and all information that the Board may request regarding MS. ERB's ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   **Ohio Board of Nursing**
17 South High Street, Suite 660
Columbus, OH 43215-3466

16. Verify that the reports and documentation required by this Order are received in
the Board office.

17. Inform the Board within five (5) business days, in writing, of any change in
residential or home address or telephone number.

18. Submit to the Board a completed application for reinstatement on the form
provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. ERB's license shall
be subject to Probationary Terms and Restrictions for a minimum period of two (2)
years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. ERB shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the
practice of nursing in Ohio.

2. Appear in person for interviews with the Board's designated representative, as
requested by the Board or its designee.

Evaluations

3. Upon the request of the Board or its designee and within sixty (60) days of
that request, at MS. ERB's expense, obtain a substance use disorder evaluation
by a substance use disorder professional approved by the Board or its
designee and, prior to the evaluation, provide the substance use disorder
professional with a copy of this Order and the Notice. MS. ERB shall execute
releases to permit the substance use disorder professional to obtain any
information deemed appropriate and necessary for the evaluation. The
substance use disorder professional shall submit a written opinion to the Board
that includes diagnoses, recommendations for treatment and monitoring, any
additional restrictions that should be placed on MS. ERB's license, and a
statement as to whether MS. ERB is capable of practicing nursing according to
acceptable and prevailing standards of safe nursing care.

4. If a substance use disorder evaluation is requested, provide the Board with
satisfactory documentation of compliance with all aspects of the treatment plan
developed by the substance use disorder professional described above until
released. Further, the Board may utilize the professional's recommendations and
conclusions from the evaluation as a basis for additional terms and restrictions on MS. ERB’s license.

**Monitoring**

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. ERB’s history. MS. ERB shall self-administer prescribed drugs only in the manner prescribed.

6. Abstain completely from the use of alcohol or any products containing alcohol.

7. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. ERB shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. ERB.

MS. ERB shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. ERB and submit the report directly to the Board.

8. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.
Employment Conditions

9. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

10. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. ERB does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

11. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

12. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

13. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

14. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

15. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

16. Submit any and all information that the Board may request regarding MS. ERB’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

17. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

18. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
19. Verify that the reports and documentation required by this Order are received in the Board office.

20. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. ERB’s license is subject to the following License Restrictions:

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. ERB shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. ERB to provide nursing services for fees, compensation, or other consideration or who engage MS. ERB as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. ERB shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. ERB’s suspension shall be lifted and MS. ERB’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. ERB has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. ERB via certified mail of the specific nature of the charges and automatic suspension of MS. ERB’s license. MS. ERB may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. ERB has complied with all aspects of this Order; and (2) the Board determines that MS. ERB is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. ERB and review of the reports as required herein.
As indicated above under Employment Conditions, any period during which Ms. Erb does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Ferry, Stephanie S., P.N. 119047 (CASE #19-1859, #19-1782)

Action: It was moved by Lauralee Krabill, seconded by Sandra Beidelschies, that upon consideration of the charges stated against Stephanie S. Ferry in the Order of Summary Suspension and Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that Ms. Ferry has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that Ms. Ferry’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than three (3) years with the conditions for reinstatement set forth below, and following reinstatement, Ms. Ferry’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Narcotic and Permanent Practice Restrictions, unless otherwise approved in advance, set forth below.

SUSPENSION OF LICENSE

Ms. Ferry’s license is suspended for an indefinite period of time but not less than three (3) years.

The Board may reinstate Ms. Ferry’s license if Ms. Ferry submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

Ms. Ferry shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.
4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. FERRY, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. FERRY’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. FERRY’s completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of her full compliance with the requirements imposed by the Middletown Municipal Court in Case Numbers 17 CRB 02175-A; 17 CRB 03823; and 18 CRB 04432-A.

**Evaluations**

6. Within ninety (90) days immediately prior to requesting reinstatement, at MS. FERRY’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. FERRY shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring including whether MS. FERRY should attend support or peer group meetings, any additional restrictions that should be placed on MS. FERRY’s license, and a statement as to whether MS. FERRY is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. FERRY’s license.

**Monitoring**

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. FERRY’s history. MS. FERRY shall self-administer the prescribed drugs only in the manner prescribed.

9. Abstain completely from the use of alcohol or any products containing alcohol.

10. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, submit, at MS. FERRY’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis.
at a collection site specified by the Board at such times as the Board may request. Upon and after MS. FERRY’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. FERRY shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. FERRY.

a. Prior to initiating drug screening:

i. Provide a copy of this Order to all treating practitioners;

ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. FERRY, and submit the report directly to the Board.

b. After initiating drug screening, be under a continuing duty to:

i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. FERRY and submit the report directly to the Board.

11. If recommended by the substance use disorder professional, for a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.
**Reporting Requirements for Suspension Period**

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding **MS. FERRY**’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

17. Verify that the reports and documentation required by this Order are received in the Board office.

18. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

19. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and **MS. FERRY**’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. FERRY** shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Middletown Municipal Court in Case Number 17 CRB 02175-A; 17 CRB 03823; and 18 CRB 04432-A.

Evaluations

4. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. FERRY’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. FERRY shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring including whether MS. FERRY should attend support or peer group meetings, any additional restrictions that should be placed on MS. FERRY’s license, and a statement as to whether MS. FERRY is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

5. If a substance use disorder evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. FERRY’s license.

Monitoring

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. FERRY’s history. MS. FERRY shall self-administer prescribed drugs only in the manner prescribed.

7. Abstain completely from the use of alcohol or any products containing alcohol.

8. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. FERRY shall be negative, except for substances prescribed, administered, or
dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. FERRY**.

**MS. FERRY** shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. FERRY** and submit the report directly to the Board.

9. **If recommended by the substance use disorder professional**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

**Employment Conditions**

10. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

11. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which **MS. FERRY** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

12. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

13. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.
14. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

15. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

16. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

17. Submit any and all information that the Board may request regarding MS. FERRY’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

18. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

19. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

20. Verify that the reports and documentation required by this Order are received in the Board office.

21. Inform the Board **within five (5) business days**, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. FERRY’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. FERRY shall not administer, have access to, or possess (except as prescribed for MS. FERRY’s use by another so authorized by law who has full knowledge of MS. FERRY’s history) any narcotics, other controlled substances, or mood altering drugs. In
addition, **MS. FERRY** shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. **MS. FERRY** shall not call in or order prescriptions or prescription refills.

**Permanent Practice Restrictions**

Unless otherwise approved in advance, in writing, by the Board or its designee, **MS. FERRY** shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage **MS. FERRY** to provide nursing services for fees, compensation, or other consideration or who engage **MS. FERRY** as a volunteer; or (4) as an independent contractor or for *locum tenens* assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, **MS. FERRY** shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

**FAILURE TO COMPLY**

The stay of **MS. FERRY**’s suspension shall be lifted and **MS. FERRY**’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. FERRY** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. FERRY** via certified mail of the specific nature of the charges and automatic suspension of **MS. FERRY**’s license. **MS. FERRY** may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. FERRY** has complied with all aspects of this Order; and (2) the Board determines that **MS. FERRY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. FERRY** and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which **MS. FERRY** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Daniel Lehmann, Joanna Ridgeway, Nancy Fellows, and Barbara Douglas voted no. Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.
Gibson, Yvonne, P.N. 160071 (CASE #19-2819)

**Action:** It was moved by Erin Keels, seconded by Lauralee Krabill, that upon consideration of the charges stated against **YVONNE GIBSON** in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. GIBSON** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. GIBSON’s** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, **MS. GIBSON’s** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Narcotic and Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

**SUSPENSION OF LICENSE**

**MS. GIBSON’s** license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate **MS. GIBSON’s** license if **MS. GIBSON** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. GIBSON shall:**

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. GIBSON,** including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. GIBSON’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. GIBSON’s** completed criminal records check, including the FBI check, is received by the Board.
Evaluations

5. **Within ninety (90) days immediately prior to requesting reinstatement**, at MS. GIBSON’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. GIBSON shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. GIBSON’s license, and a statement as to whether MS. GIBSON is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. GIBSON’s license.

Monitoring

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. GIBSON’s history. MS. GIBSON shall self-administer the prescribed drugs only in the manner prescribed.

8. Abstain completely from the use of alcohol or any products containing alcohol.

9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, submit, at MS. GIBSON’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. GIBSON’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. GIBSON shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. GIBSON.

   a. **Prior** to initiating drug screening:

   i. Provide a copy of this Order to all treating practitioners;
ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. GIBSON, and submit the report directly to the Board.

b. After initiating drug screening, be under a continuing duty to:

i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. GIBSON and submit the report directly to the Board.

10. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements for Suspension Period

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

13. Submit any and all information that the Board may request regarding MS. GIBSON’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

15. Submit the reports and documentation required by this Order on forms specified
by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit  
Ohio Board of Nursing  
17 South High Street, Suite 660  
Columbus, OH  43215-3466

16. Verify that the reports and documentation required by this Order are received in the Board office.

17. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

18. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. GIBSON’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. GIBSON shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

Monitoring

3. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. GIBSON’s history. MS. GIBSON shall self-administer prescribed drugs only in the manner prescribed.

4. Abstain completely from the use of alcohol or any products containing alcohol.

5. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a
restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. GIBSON shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. GIBSON.

MS. GIBSON shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. GIBSON and submit the report directly to the Board.

6. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

Employment Conditions

7. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

8. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. GIBSON does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

9. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

10. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this
Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

11. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding MS. GIBSON’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH  43215-3466

17. Verify that the reports and documentation required by this Order are received in the Board office.

18. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

**LICENSE RESTRICTIONS**

In addition to Probationary Terms and Restrictions, MS. GIBSON’s license is subject to the following License Restrictions:

**Temporary Narcotic Restriction**

Unless otherwise approved in advance, in writing, by the Board or its designee,
MS. GIBSON shall not administer, have access to, or possess (except as prescribed for MS. GIBSON’s use by another so authorized by law who has full knowledge of MS. GIBSON’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. GIBSON shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. GIBSON shall not call in or order prescriptions or prescription refills.

**Temporary Practice Restrictions**

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. GIBSON shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. GIBSON to provide nursing services for fees, compensation, or other consideration or who engage MS. GIBSON as a volunteer; or (4) as an independent contractor or for *locum tenens* assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. GIBSON shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

**FAILURE TO COMPLY**

The stay of MS. GIBSON’s suspension shall be lifted and MS. GIBSON’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. GIBSON has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. GIBSON via certified mail of the specific nature of the charges and automatic suspension of MS. GIBSON’s license. MS. GIBSON may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. GIBSON has complied with all aspects of this Order; and (2) the Board determines that MS. GIBSON is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. GIBSON and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. GIBSON does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.
This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Grigsby, Taylor R., P.N. 161739 (CASE #18-3132, #18-3122)  
**Action:** It was moved by Daniel Lehmann, seconded by Joanna Ridgeway, that upon consideration of the charges stated against TAYLOR R. GRIGSBY in the a Notice of Immediate Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. GRIGSBY has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. GRIGSBY’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than three (3) years with the conditions for reinstatement set forth below, and following reinstatement, MS. GRIGSBY’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Permanent Narcotic and Permanent Practice Restrictions, set forth below.

**SUSPENSION OF LICENSE**

MS. GRIGSBY’s license is suspended for an indefinite period of time but not less than three (3) years.

The Board may reinstate MS. GRIGSBY’s license if MS. GRIGSBY submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

MS. GRIGSBY shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. GRIGSBY, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. GRIGSBY’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. GRIGSBY’s completed criminal
records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

6. Submit documentation of her full compliance with the requirements imposed by the Warren County Court of Common Pleas in Case Number 18 CR 34639.

**Evaluations**

7. **Within ninety (90) days immediately prior to requesting reinstatement**, at MS. GRIGSBY's expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. GRIGSBY** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. GRIGSBY's license, and a statement as to whether MS. GRIGSBY is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. GRIGSBY's license.

**Monitoring**

9. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. GRIGSBY's history. **MS. GRIGSBY** shall self-administer the prescribed drugs only in the manner prescribed.

10. Abstain completely from the use of alcohol or any products containing alcohol.

11. **For a minimum, continuous period of eighteen (18) months immediately prior to requesting reinstatement**, submit, at MS. GRIGSBY's expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. GRIGSBY's initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a
violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. GRIGSBY** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. GRIGSBY**.

a. **Prior** to initiating drug screening:
   
i. Provide a copy of this Order to all treating practitioners;

   ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

   iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. GRIGSBY**, and submit the report directly to the Board.

b. **After** initiating drug screening, be under a **continuing duty** to:
   
i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. GRIGSBY** and submit the report directly to the Board.

12. **For a minimum, continuous period of eighteen (18) months immediately prior to requesting reinstatement**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other
organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. GRIGSBY's ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and MS. GRIGSBY's license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

MS. GRIGSBY shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Warren County Court of Common Pleas in Case Number 18 CR 34639.
Evaluations

4. **Upon the request of the Board or its designee and within sixty (60) days of that request,** at MS. GRIGSBY’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. GRIGSBY shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. GRIGSBY’s license, and a statement as to whether MS. GRIGSBY is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

5. **If a substance use disorder evaluation is requested,** provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. GRIGSBY’s license.

Monitoring

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. GRIGSBY’s history. MS. GRIGSBY shall self-administer prescribed drugs only in the manner prescribed.

7. Abstain completely from the use of alcohol or any products containing alcohol.

8. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. GRIGSBY shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. GRIGSBY.

MS. GRIGSBY shall:

   a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;
b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. GRIGSBY and submit the report directly to the Board.

9. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

Employment Conditions

10. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

11. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. GRIGSBY does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

12. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

13. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

14. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

15. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.
16. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

17. Submit any and all information that the Board may request regarding MS. GRIGSBY’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

18. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

19. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH 43215-3466

20. Verify that the reports and documentation required by this Order are received in the Board office.

21. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. GRIGSBY’s license is subject to the following License Restrictions:

Permanent Narcotic Restriction

MS. GRIGSBY shall not administer, have access to, or possess (except as prescribed for MS. GRIGSBY’s use by another so authorized by law who has full knowledge of MS. GRIGSBY’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. GRIGSBY shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. GRIGSBY shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. GRIGSBY shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. GRIGSBY to provide nursing services for fees, compensation, or other consideration or who engage MS. GRIGSBY as a volunteer; or (4) as an
independent contractor or for *locum tenens* assignments.

**MS. GRIGSBY** shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

**FAILURE TO COMPLY**

The stay of **MS. GRIGSBY’s** suspension shall be lifted and **MS. GRIGSBY’s** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. GRIGSBY** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. GRIGSBY** via certified mail of the specific nature of the charges and automatic suspension of **MS. GRIGSBY’s** license. **MS. GRIGSBY** may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. GRIGSBY** has complied with all aspects of this Order; and (2) the Board determines that **MS. GRIGSBY** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. GRIGSBY** and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which **MS. GRIGSBY** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Hilen, Deborah Jean, R.N. 294854 (CASE #19-1964)**

**Action:** It was moved by Joanna Ridgeway, seconded by Barbara Douglas, that upon consideration of the charges stated against **DEBORAH JEAN HILEN** in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. HILEN** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. HILEN’s** license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, **MS. HILEN’s** license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions
set forth below for a minimum period of three (3) years including the Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

SUSPENSION OF LICENSE

MS. HILEN’s license is suspended for an indefinite period of time.

The Board may reinstate MS. HILEN’s license if MS. HILEN submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. HILEN shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. HILEN, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. HILEN’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. HILEN’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

Evaluations

6. Within ninety (90) days immediately prior to requesting reinstatement, at MS. HILEN’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. HILEN shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder
professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. HILEN’s license, and a statement as to whether MS. HILEN is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. HILEN's license.

Monitoring

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. HILEN’s history. MS. HILEN shall self-administer the prescribed drugs only in the manner prescribed.

9. Abstain completely from the use of alcohol or any products containing alcohol.

10. For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, submit, at MS. HILEN’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. HILEN’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. HILEN shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. HILEN.

   a. Prior to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. HILEN, and submit the report directly to the Board.

   b. After initiating drug screening, be under a continuing duty to:
i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. HILEN and submit the report directly to the Board.

**Mental Health Counseling**

11. **Within three (3) months immediately prior to requesting reinstatement**, at her expense, begin mental health counseling with a licensed therapist that is approved in advance by the Board or its designee. MS. HILEN shall cause the therapist to submit quarterly written reports to the Board regarding: (i) MS. HILEN’s current diagnosis; (ii) MS. HILEN’s compliance with treatment recommendations/plans, including but not limited to appropriate use of prescribed medications; (iii) all dates MS. HILEN was seen in the three month period prior to the date of the report; and (iv) any concerns regarding MS. HILEN’s ability to practice nursing in accordance with acceptable and prevailing standards of safe nursing care. The Board may use the therapist’s recommendations during the course of treatment as a basis for additional terms and restrictions on MS. HILEN’s license. MS. HILEN shall see the therapist no less than two times per month during the term of this Order until released.

12. When the first appointment is scheduled, notify the Monitoring Agent of the appointment date. In addition, MS. HILEN shall execute releases to permit the provider to obtain any information deemed appropriate and necessary for the treatment and evaluation of MS. HILEN.

**Reporting Requirements for Suspension Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. HILEN’s ability to practice nursing according to acceptable and prevailing
standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. HILEN’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. HILEN shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

Evaluations

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. HILEN’s expense, obtain a mental health evaluation from a Board approved evaluator and provide the Board with complete documentation of such evaluation. Prior to the evaluation, MS. HILEN shall provide the mental health evaluator with a copy of this Order and the Notice. MS. HILEN shall execute releases to permit the mental health evaluator to obtain any information
deemed appropriate and necessary for the evaluation. The mental health evaluator shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. HILEN's** license, and a statement as to whether **MS. HILEN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **If a mental health evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the mental health evaluator described above until released. Further, the Board may utilize the mental health evaluator's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. HILEN's** license.

5. **Upon the request of the Board or its designee and within sixty (60) days of that request**, at **MS. HILEN's** expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. HILEN** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. HILEN's** license, and a statement as to whether **MS. HILEN** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. **If a substance use disorder evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. HILEN's** license.

**Monitoring**

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. HILEN's** history. **MS. HILEN** shall self-administer prescribed drugs only in the manner prescribed.

8. Abstain completely from the use of alcohol or any products containing alcohol.

9. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in
such a manner as the Board may request, shall constitute a violation of a
restriction placed on a license for purposes of Section 4723.28(B), ORC. This
screening shall require a daily call-in process. The specimens submitted by MS.
HILEN shall be negative, except for substances prescribed, administered, or
dispensed to her by another so authorized by law who has received a complete
copy of this Order prior to prescribing for MS. HILEN.

MS. HILEN shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional
treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight
(48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received
within twenty-four (24) hours of release from hospitalization or medical
treatment; and

d. Cause all treating practitioners to complete a medication prescription
report for any and all substances prescribed, administered, or dispensed
to MS. HILEN and submit the report directly to the Board.

Mental Health Counseling

10. Continue, at her expense, mental health counseling with a licensed therapist that
is approved in advance by the Board or its designee. MS. HILEN shall cause the
therapist to submit quarterly written reports to the Board regarding: (i) MS.
HILEN’s current diagnosis; (ii) MS. HILEN’s compliance with treatment
recommendations/plans, including but not limited to appropriate use of
prescribed medications; (iii) all dates MS. HILEN was seen in the three month
period prior to the date of the report; and (iv) any concerns regarding MS.
HILEN’s ability to practice nursing in accordance with acceptable and prevailing
standards of safe nursing care. The Board may use the therapist’s
recommendations during the course of treatment as a basis for additional terms
and restrictions on MS. HILEN’s license. MS. HILEN shall see the therapist no
less than two times per month during the term of this Order until released.

11. MS. HILEN shall execute releases to permit the provider to obtain any
information deemed appropriate and necessary for the treatment and evaluation
of MS. HILEN.

Employment Conditions

12. Upon the request of the Board or its designee, prior to working in a
position where a license to practice nursing is required, complete and
submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

13. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which MS. HILEN does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

14. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

15. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

16. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

17. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

18. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

19. Submit any and all information that the Board may request regarding MS. HILEN’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

20. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

21. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466
22. Verify that the reports and documentation required by this Order are received in the Board office.

23. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. HILEN’s license is subject to the following License Restrictions:

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. HILEN shall not practice nursing as a registered nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. HILEN to provide nursing services for fees, compensation, or other consideration or who engage MS. HILEN as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. HILEN shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. HILEN’s suspension shall be lifted and MS. HILEN’s license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that MS. HILEN has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. HILEN via certified mail of the specific nature of the charges and automatic suspension of MS. HILEN’s license. MS. HILEN may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. HILEN has complied with all aspects of this Order; and (2) the Board determines that MS. HILEN is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. HILEN and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. HILEN does not work in a position within the State of Ohio for which a license to practice
nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Daniel Lehmann and Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Hubler, Regina S., R.N., 423376 (CASE #19-1924)

**Action**: It was moved by Nancy Fellows, seconded by Barbra Douglas, that upon consideration of the charges stated against REGINA S. HUBLER in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. HUBLER has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. HUBLER’s license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, MS. HUBLER’s license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of eighteen (18) months including the Temporary Practice Restrictions, set forth below.

**SUSPENSION OF LICENSE**

MS. HUBLER’s license is suspended for an indefinite period of time.

The Board may reinstate MS. HUBLER’s license if MS. HUBLER submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

MS. HUBLER shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement**, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. HUBLER, including a check of
Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. HUBLER’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. HUBLER’s completed criminal records check, including the FBI check, is received by the Board.

**Educational Requirements**

5. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: five (5) hours Substance Use Disorder, four (4) hours Professional Accountability and Legal Liability, and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

**Evaluations**

6. **Within ninety (90) days immediately prior to requesting reinstatement,** at MS. HUBLER’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. HUBLER shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. HUBLER’s license, and a statement as to whether MS. HUBLER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. HUBLER’s license.

**Monitoring**

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. HUBLER's history. MS. HUBLER shall self-administer the prescribed drugs only in the manner prescribed.

9. Abstain completely from the use of alcohol or any products containing alcohol.

10. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement,** submit, at MS. HUBLER's expense and on the day
selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. HUBLER's initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. HUBLER shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. HUBLER.

a. Prior to initiating drug screening:
   
   i. Provide a copy of this Order to all treating practitioners;
   
   ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and
   
   iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. HUBLER, and submit the report directly to the Board.

b. After initiating drug screening, be under a continuing duty to:
   
   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;
   
   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;
   
   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and
   
   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. HUBLER and submit the report directly to the Board.

Reporting Requirements for Suspension Period

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.
13. Submit any and all information that the Board may request regarding MS. HUBLER’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

16. Verify that the reports and documentation required by this Order are received in the Board office.

17. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

18. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and MS. HUBLER’s license shall be subject to Probationary Terms and Restrictions for a minimum period of eighteen (18) months.

**PROBATIONARY TERMS AND RESTRICTIONS**

MS. HUBLER shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

**Evaluations**

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. HUBLER’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its
designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. HUBLER shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. HUBLER's license, and a statement as to whether MS. HUBLER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **If a substance use disorder evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. HUBLER's license.

**Monitoring**

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. HUBLER's history. MS. HUBLER shall self-administer prescribed drugs only in the manner prescribed.

6. Abstain completely from the use of alcohol or any products containing alcohol.

7. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. HUBLER shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. HUBLER.

MS. HUBLER shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical
treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. HUBLER** and submit the report directly to the Board.

***Employment Conditions***

8. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

9. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which **MS. HUBLER** does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

10. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

11. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order** or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

12. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

***Reporting Requirements for Probationary Period***

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding **MS. HUBLER’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. HUBLER’s license is subject to the following License Restrictions:

Temporary Practice Restrictions

MS. HUBLER shall not practice nursing as a registered nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. HUBLER to provide nursing services for fees, compensation, or other consideration or who engage MS. HUBLER as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

MS. HUBLER shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. HUBLER’s suspension shall be lifted and MS. HUBLER’s license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that MS. HUBLER has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. HUBLER via certified mail of the specific nature of the charges and automatic suspension of MS. HUBLER’s license. MS. HUBLER may request a hearing regarding the charges.
DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. HUBLER** has complied with all aspects of this Order; and (2) the Board determines that **MS. HUBLER** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. HUBLER** and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which **MS. HUBLER** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

King, Klara M., P.N. 092023 (CASE #18-6559, #18-0800)

**Action:** It was moved by Barbara Douglas, seconded by Nancy Fellows, that upon consideration of the charges stated against **KLARA M. KING** in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. KING** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. KING’s** license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years, retroactive to February 15, 2018, with the conditions for reinstatement set forth below, and following reinstatement, **MS. KING’s** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Narcotic and Temporary Practice Restrictions, set forth below.

SUSPENSION OF LICENSE

**MS. KING’s** license is suspended for an indefinite period of time but not less than two (2) years, retroactive to February 15, 2018.

The Board may reinstate **MS. KING’s** license if **MS. KING** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. KING shall:**

1. Be determined, by the Board or its designee, to be able to practice as a nurse
according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. KING,** including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. KING's** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. KING's** completed criminal records check, including the FBI check, is received by the Board.

**Evaluations**

5. **Within ninety (90) days immediately prior to requesting reinstatement,** at **MS. KING's** expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. KING** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. KING's** license, and a statement as to whether **MS. KING** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. KING's** license.

**Monitoring**

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. KING's** history. **MS. KING** shall self-administer the prescribed drugs only in the manner prescribed.

8. Abstain completely from the use of alcohol or any products containing alcohol.
9. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, submit, at MS. KING’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. KING’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. KING shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. KING.

   a. Prior to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. KING, and submit the report directly to the Board.

   b. After initiating drug screening, be under a continuing duty to:

      i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

      ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

      iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

      iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. KING and submit the report directly to the Board.

10. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.
**Reporting Requirements for Suspension Period**

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

13. Submit any and all information that the Board may request regarding **MS. KING’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   **Ohio Board of Nursing**  
   **17 South High Street, Suite 660**  
   **Columbus, OH 43215-3466**

16. Verify that the reports and documentation required by this Order are received in the Board office.

17. Inform the Board **within five (5) business days**, in writing, of any change in residential or home address or telephone number.

18. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and **MS. KING’s** license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. KING shall:**

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

**Evaluations**

3. **Upon the request of the Board or its designee and within sixty (60) days of that request**, at MS. KING’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. KING** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. KING’s** license, and a statement as to whether **MS. KING** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **If a substance use disorder evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. KING’s** license.

**Monitoring**

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. KING’s** history. **MS. KING** shall self-administer prescribed drugs only in the manner prescribed.

6. Abstain completely from the use of alcohol or any products containing alcohol.

7. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. KING** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. KING**.

**MS. KING** shall:
a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. KING** and submit the report directly to the Board.

8. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

**Employment Conditions**

9. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

10. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which **MS. KING** does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

11. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

12. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

13. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.
Reporting Requirements for Probationary Period

14. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

15. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

16. Submit any and all information that the Board may request regarding MS. KING’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

17. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

18. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

19. Verify that the reports and documentation required by this Order are received in the Board office.

20. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. KING’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

MS. KING shall not administer, have access to, or possess (except as prescribed for MS. KING’s use by another so authorized by law who has full knowledge of MS. KING’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. KING shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. KING shall not call in or order prescriptions or prescription refills.
**Temporary Practice Restrictions**

**MS. KING** shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage **MS. KING** to provide nursing services for fees, compensation, or other consideration or who engage **MS. KING** as a volunteer; or (4) as an independent contractor or for *locum tenens* assignments.

**MS. KING** shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

**FAILURE TO COMPLY**

The stay of **MS. KING’s** suspension shall be lifted and **MS. KING’s** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. KING** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. KING** via certified mail of the specific nature of the charges and automatic suspension of **MS. KING’s** license. **MS. KING** may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. KING** has complied with all aspects of this Order; and (2) the Board determines that **MS. KING** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. KING** and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which **MS. KING** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Painter, Erin Leigh, P.N. 158362 (CASE #19-1223)**

**Action:** It was moved by Deborah Knueve, seconded by Lisa Klenke, that upon consideration of the charges stated against **ERIN LEIGH PAINTER** in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. PAINTER** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. PAINTER’s** license
to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, **MS. PAINTER’s** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the **Temporary Narcotic and Temporary Practice Restrictions**, unless otherwise approved in advance, set forth below.

**SUSPENSION OF LICENSE**

**MS. PAINTER’s** license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate **MS. PAINTER’s** license if **MS. PAINTER** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. PAINTER** shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. PAINTER**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. PAINTER’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. PAINTER’s** completed criminal records check, including the FBI check, is received by the Board.

**Evaluations**

5. **Within ninety (90) days immediately prior to requesting reinstatement,** at **MS. PAINTER’s** expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. PAINTER** shall execute releases to permit the substance use disorder professional to obtain any information deemed
appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring including whether MS. PAINTER should attend support or peer group meetings, any additional restrictions that should be placed on MS. PAINTER’s license, and a statement as to whether MS. PAINTER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. PAINTER’s license.

**Monitoring**

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. PAINTER’s history. MS. PAINTER shall self-administer the prescribed drugs only in the manner prescribed.

8. Abstain completely from the use of alcohol or any products containing alcohol.

9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement,** submit, at MS. PAINTER’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. PAINTER’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. PAINTER shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. PAINTER.

   a. **Prior** to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. PAINTER, and submit the report directly to the Board.
b. **After** initiating drug screening, be under a *continuing duty* to:

   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. PAINTER and submit the report directly to the Board.

10. **If recommended by the substance use disorder professional, for a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

13. Submit any and all information that the Board may request regarding MS. PAINTER’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   Ohio Board of Nursing
   17 South High Street, Suite 660
16. Verify that the reports and documentation required by this Order are received in the Board office.

17. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

18. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and MS. PAINTER's license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. PAINTER shall:**

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

**Evaluations**

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. PAINTER's expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. PAINTER shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring including whether MS. PAINTER should attend support or peer group meetings, any additional restrictions that should be placed on MS. PAINTER's license, and a statement as to whether MS. PAINTER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. If a substance use disorder evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and
conclusions from the evaluation as a basis for additional terms and restrictions on MS. PAINTER’s license.

**Monitoring**

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. PAINTER’s history. MS. PAINTER shall self-administer prescribed drugs only in the manner prescribed.

6. Abstain completely from the use of alcohol or any products containing alcohol.

7. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. PAINTER shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. PAINTER.

MS. PAINTER shall:

   a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. PAINTER and submit the report directly to the Board.

8. If recommended by the substance use disorder professional, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.
Employment Conditions

9. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

10. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. PAINTER does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

11. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

12. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

13. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

14. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

15. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

16. Submit any and all information that the Board may request regarding MS. PAINTER’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

17. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

18. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
19. Verify that the reports and documentation required by this Order are received in the Board office.

20. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. PAINTER’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. PAINTER shall not administer, have access to, or possess (except as prescribed for MS. PAINTER’s use by another so authorized by law who has full knowledge of MS. PAINTER’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. PAINTER shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. PAINTER shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. PAINTER shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. PAINTER to provide nursing services for fees, compensation, or other consideration or who engage MS. PAINTER as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. PAINTER shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. PAINTER’s suspension shall be lifted and MS. PAINTER’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. PAINTER has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS.
PAINTER via certified mail of the specific nature of the charges and automatic suspension of MS. PAINTER’s license. MS. PAINTER may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. PAINTER has complied with all aspects of this Order; and (2) the Board determines that MS. PAINTER is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. PAINTER and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. PAINTER does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Temple, Jessica Lynn, P.N. 168830 (CASE #19-1840)

Action: It was moved by Patricia Sharpnack, seconded by Brenda Boggs, that upon consideration of the charges stated against JESSICA LYNN TEMPLE in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. TEMPLE has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. TEMPLE’s license to practice nursing as a licensed practical nurse be suspended and that the suspension is stayed subject to the probationary terms and restrictions set forth below for a minimum period of two (2) years.

PROBATIONARY PERIOD

MS. TEMPLE’s license shall be subject to Probationary Terms and Restrictions for a minimum period of two (2) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. TEMPLE shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. TEMPLE, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. TEMPLE’s criminal records check to the Board. MS. TEMPLE’s completed criminal records check, including the FBI check, must be received by the Board within ninety (90) days following the effective date of this Order.

Evaluations

4. Within ninety (90) days of the effective date of this Order, at MS. TEMPLE’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. TEMPLE shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, including whether MS. TEMPLE should abstain from the use of alcohol or any products containing alcohol and/or attend support or peer group meetings, any additional restrictions that should be placed on MS. TEMPLE’s license, and a statement as to whether MS. TEMPLE is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

5. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. TEMPLE’s license.

Monitoring

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. TEMPLE’s history. MS. TEMPLE shall self-administer prescribed drugs only in the manner prescribed.

7. If recommended by the substance use disorder professional, abstain completely from the use of alcohol or any products containing alcohol.

8. Within ninety (90) days of the effective date of this Order, begin submitting, at MS. TEMPLE’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. TEMPLE’s
initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. TEMPLE shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. TEMPLE.

a. **Prior** to initiating drug screening:
   i. Provide a copy of this Order to all treating practitioners;
   ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and
   iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. TEMPLE, and submit the report directly to the Board.

b. **After** initiating drug screening, be under a **continuing duty** to:
   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;
   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;
   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and
   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. TEMPLE and submit the report directly to the Board.

9. **If recommended by the substance use disorder professional**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

**Employment Conditions**

10. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and
submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

11. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which MS. TEMPLE does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

12. **Within fifteen (15) days of the effective date of this Order**, provide her current employer(s) with a copy of this Order, if working in a position in which a license to practice as a nurse is required. MS. TEMPLE is under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

13. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

14. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

15. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

16. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

17. Submit any and all information that the Board may request regarding MS. TEMPLE’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

18. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

19. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

    Compliance Unit
    Ohio Board of Nursing
20. Verify that the reports and documentation required by this Order are received in the Board office.

21. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

**FAILURE TO COMPLY**

The stay of MS. TEMPLE’s suspension shall be lifted and MS. TEMPLE’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. TEMPLE has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. TEMPLE via certified mail of the specific nature of the charges and automatic suspension of MS. TEMPLE’s license. MS. TEMPLE may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. TEMPLE has complied with all aspects of this Order; and (2) the Board determines that MS. TEMPLE is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. TEMPLE and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. TEMPLE does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Moyer, Samantha L., R.N. 385340 (CASE #19-1858, #17-5241, #17-5321)**

**Action:** It was moved by Lisa Klenke, seconded by Deborah Knueve, that upon consideration of the charges stated against SAMANTHA L. MOYER in the Notice of Immediate Suspension and Opportunity for Hearing; and the Notice of Opportunity for Hearing (Notices) and evidence supporting the charges, the Board find that MS. MOYER has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notices, and that MS. MOYER’s license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than two (2)
years with the conditions for reinstatement set forth below, and following reinstatement, 
MS. MOYER’s license to practice nursing as a registered nurse shall be subject to a 
 stayed suspension under the probationary terms and restrictions set forth below for a 
minimum period of three (3) years including the Permanent Narcotic and Permanent 
Practice Restrictions, set forth below.

SUSPENSION OF LICENSE

MS. MOYER’s license is suspended for an indefinite period of time but not less than 
two (2) years.

The Board may reinstate MS. MOYER’s license if MS. MOYER submits a written 
request for reinstatement and is determined by the Board or its designee to have 
complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. MOYER shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse 
according to acceptable and prevailing standards of safe nursing care based 
upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the 
practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as 
requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, 
submit a request to the Bureau of Criminal Identification and Investigation (BCII) 
to conduct a criminal records check of MS. MOYER, including a check of Federal 
Bureau of Investigation (FBI) records, and shall request that BCII submit MS. 
MOYER’s criminal records check to the Board. The Board will not consider a 
request for reinstatement until MS. MOYER’s completed criminal records check, 
including the FBI check, is received by the Board.

5. Submit documentation of her full compliance with the requirements imposed by 
the Montgomery County Court of Common Pleas in Case Number 2018 CR 
3746.

Evaluations

6. Within ninety (90) days immediately prior to requesting reinstatement, at 
MS. MOYER’s expense, obtain a substance use disorder evaluation by a 
substance use disorder professional approved by the Board or its designee and, 
prior to the evaluation, provide the substance use disorder professional with a
copy of this Order and the Notices. **MS. MOYER** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. MOYER's** license, and a statement as to whether **MS. MOYER** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. MOYER's** license.

**Monitoring**

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. MOYER's** history. **MS. MOYER** shall self-administer the prescribed drugs only in the manner prescribed.

9. Abstain completely from the use of alcohol or any products containing alcohol.

10. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, submit, at **MS. MOYER's** expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. MOYER's** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. MOYER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. MOYER**.

   a. **Prior** to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. MOYER**, and submit the report
directly to the Board.

b. **After** initiating drug screening, be under a **continuing duty** to:

   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. MOYER and** submit the report directly to the Board.

11. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding **MS. MOYER’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
17. Verify that the reports and documentation required by this Order are received in the Board office.

18. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

19. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and MS. MOYER’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

MS. MOYER shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Montgomery County Court of Common Pleas in Case Number 2018 CR 3746.

**Evaluations**

4. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. MOYER’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notices. MS. MOYER shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. MOYER’s license, and a statement as to whether MS. MOYER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

5. If a substance use disorder evaluation is requested, provide the Board with
satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. MOYER’s license.

**Monitoring**

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. MOYER’s history. MS. MOYER shall self-administer prescribed drugs only in the manner prescribed.

7. Abstain completely from the use of alcohol or any products containing alcohol.

8. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. MOYER shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. MOYER.

MS. MOYER shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. MOYER and submit the report directly to the Board.

9. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.
Employment Conditions

10. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

11. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which **MS. MOYER** does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

12. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

13. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

14. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

15. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

16. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

17. Submit any and all information that the Board may request regarding **MS. MOYER's** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

18. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

19. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
20. Verify that the reports and documentation required by this Order are received in the Board office.

21. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. MOYER’s license is subject to the following License Restrictions:

Permanent Narcotic Restriction

MS. MOYER shall not administer, have access to, or possess (except as prescribed for MS. MOYER’s use by another so authorized by law who has full knowledge of MS. MOYER’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. MOYER shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. MOYER shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. MOYER shall not practice nursing as a registered nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. MOYER to provide nursing services for fees, compensation, or other consideration or who engage MS. MOYER as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

MS. MOYER shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. MOYER’s suspension shall be lifted and MS. MOYER’s license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that MS. MOYER has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. MOYER via certified mail of the specific nature of the charges and automatic suspension of MS. MOYER’s license. MS. MOYER may request a hearing regarding the charges.
DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. MOYER has complied with all aspects of this Order; and (2) the Board determines that MS. MOYER is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. MOYER and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. MOYER does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Brenda Boggs, Daniel Lehmann an Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Naftziger, Kimberly Denise, R.N. 242168 (CASE #19-1414)

Action: It was moved by Sandra Beidelschies, seconded by Lauralee Krabill, that upon consideration of the charges stated against KIMBERLY DENISE NAFTZIGER in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. NAFTZIGER has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. NAFTZIGER’s license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, MS. NAFTZIGER’s license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Narcotic and Temporary Practice Restrictions, set forth below.

SUSPENSION OF LICENSE

MS. NAFTZIGER's license is suspended for an indefinite period of time.

The Board may reinstate MS. NAFTZIGER's license if MS. NAFTZIGER submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. NAFTZIGER shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based
upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement**, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. NAFFZIGER**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. NAFFZIGER’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. NAFFZIGER’s** completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

**Evaluations**

6. **Within ninety (90) days immediately prior to requesting reinstatement**, at **MS. NAFFZIGER’s** expense, obtain a mental health evaluation from a Board approved evaluator and provide the Board with complete documentation of such evaluation. Prior to the evaluation, **MS. NAFFZIGER** shall provide the mental health evaluator with a copy of this Order and the Notice. **MS. NAFFZIGER** shall execute releases to permit the mental health evaluator to obtain any information deemed appropriate and necessary for the evaluation. The mental health evaluator shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. NAFFZIGER’s** license, and a statement as to whether **MS. NAFFZIGER** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the mental health evaluator described above until released. Further, the Board may utilize the mental health evaluator’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. NAFFZIGER’s** license.

8. **Within ninety (90) days immediately prior to requesting reinstatement**, at **MS. NAFFZIGER’s** expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. NAFFZIGER** shall execute releases to
permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. NAFFZIGER's license, and a statement as to whether MS. NAFFZIGER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

9. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. NAFFZIGER's license.

**Monitoring**

10. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. NAFFZIGER's history. MS. NAFFZIGER shall self-administer the prescribed drugs only in the manner prescribed.

11. Abstain completely from the use of alcohol or any products containing alcohol.

12. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement,** submit, at MS. NAFFZIGER's expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. NAFFZIGER's initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. NAFFZIGER shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. NAFFZIGER.

   a. **Prior** to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. NAFFZIGER, and submit the
b. **After** initiating drug screening, be under a *continuing duty* to:

i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. **NAFFZIGER and** submit the report directly to the Board.

13. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

14. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

15. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

16. Submit any and all information that the Board may request regarding MS. **NAFFZIGER**'s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

17. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

18. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

**Compliance Unit**
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

19. Verify that the reports and documentation required by this Order are received in the Board office.

20. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

21. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. NAFFZIGER’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. NAFFZIGER shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

Evaluations

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. NAFFZIGER’s expense, obtain a mental health evaluation from a Board approved evaluator and provide the Board with complete documentation of such evaluation. Prior to the evaluation, MS. NAFFZIGER shall provide the mental health evaluator with a copy of this Order and the Notice. MS. NAFFZIGER shall execute releases to permit the mental health evaluator to obtain any information deemed appropriate and necessary for the evaluation. The mental health evaluator shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. NAFFZIGER’s license, and a statement as to whether MS. NAFFZIGER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. If a mental health evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the mental health evaluator described above until released. Further, the Board may utilize the mental health evaluator’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS.
NAFFZIGER's license.

5. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. NAFFZIGER's expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. NAFFZIGER shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. NAFFZIGER's license, and a statement as to whether MS. NAFFZIGER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. If a substance use disorder evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. NAFFZIGER's license.

Monitoring

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. NAFFZIGER’s history. MS. NAFFZIGER shall self-administer prescribed drugs only in the manner prescribed.

8. Abstain completely from the use of alcohol or any products containing alcohol.

9. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. NAFFZIGER shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. NAFFZIGER.

MS. NAFFZIGER shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;
b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. NAFFZIGER and submit the report directly to the Board.

10. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

**Employment Conditions**

11. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

12. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. NAFFZIGER does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

13. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

14. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

15. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

16. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.
17. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

18. Submit any and all information that the Board may request regarding MS. NAFFZIGER’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

19. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

20. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH 43215-3466

21. Verify that the reports and documentation required by this Order are received in the Board office.

22. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. NAFFZIGER’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

MS. NAFFZIGER shall not administer, have access to, or possess (except as prescribed for MS. NAFFZIGER’s use by another so authorized by law who has full knowledge of MS. NAFFZIGER’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. NAFFZIGER shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. NAFFZIGER shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. NAFFZIGER shall not practice nursing as a registered nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. NAFFZIGER to provide nursing services for fees, compensation, or other consideration or who engage MS. NAFFZIGER as a volunteer;
or (4) as an independent contractor or for *locum tenens* assignments.

**MS. NAFFZIGER** shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

**FAILURE TO COMPLY**

The stay of **MS. NAFFZIGER**’s suspension shall be lifted and **MS. NAFFZIGER**’s license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. NAFFZIGER** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. NAFFZIGER** via certified mail of the specific nature of the charges and automatic suspension of **MS. NAFFZIGER**’s license. **MS. NAFFZIGER** may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. NAFFZIGER** has complied with all aspects of this Order; and (2) the Board determines that **MS. NAFFZIGER** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. NAFFZIGER** and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which **MS. NAFFZIGER** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Noll, Brittany Renee, P.N. 114431 (CASE #19-2264)**

**Action**: It was moved by Lauralee Krabill, seconded by Sandra Beidelschies, that upon consideration of the charges stated against **BRITTANY RENEE NOLL** in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. NOLL** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. NOLL**’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, **MS. NOLL**’s license to practice nursing as a licensed practical
nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years including the Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

**SUSPENSION OF LICENSE**

MS. NOLL’s license is suspended for an indefinite period of time.

The Board may reinstate MS. NOLL’s license if MS. NOLL submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

MS. NOLL shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. NOLL, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. NOLL’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. NOLL’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

**Educational Requirements**

6. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: five (5) hours Substance Use Disorder, and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order **does not meet the continuing education requirements**
for license renewal.

Evaluations

7. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. NOLL’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. NOLL shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. NOLL’s license, and a statement as to whether MS. NOLL is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. If a substance use disorder evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. NOLL’s license.

Monitoring

9. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. NOLL's history. MS. NOLL shall self-administer the prescribed drugs only in the manner prescribed.

10. Abstain completely from the use of alcohol or any products containing alcohol.

11. For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, submit, at MS. NOLL’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. NOLL’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. NOLL shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. NOLL.

a. Prior to initiating drug screening:
i. Provide a copy of this Order to all treating practitioners;

ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. NOLL, and submit the report directly to the Board.

b. After initiating drug screening, be under a continuing duty to:

i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. NOLL and submit the report directly to the Board.

12. For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements for Suspension Period

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. NOLL’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive
statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH  43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.

   PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. NOLL’s license shall be subject to Probationary Terms and Restrictions for a minimum period of two (2) years.

   PROBATIONARY TERMS AND RESTRICTIONS

MS. NOLL shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

   Evaluations

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. NOLL’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. NOLL shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any
additional restrictions that should be placed on MS. NOLL's license, and a statement as to whether MS. NOLL is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **If a substance use disorder evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. NOLL's license.

**Monitoring**

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. NOLL's history. MS. NOLL shall self-administer prescribed drugs only in the manner prescribed.

6. Abstain completely from the use of alcohol or any products containing alcohol.

7. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. NOLL shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. NOLL.

MS. NOLL shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. NOLL and submit the report directly to the Board.
8. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

**Employment Conditions**

9. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

10. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which MS. NOLL does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

11. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

12. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

13. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

14. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

15. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

16. Submit any and all information that the Board may request regarding MS. NOLL’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

17. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.
18. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

19. Verify that the reports and documentation required by this Order are received in the Board office.

20. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. NOLL’s license is subject to the following License Restrictions:

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. NOLL shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. NOLL to provide nursing services for fees, compensation, or other consideration or who engage MS. NOLL as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. NOLL shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. NOLL’s suspension shall be lifted and MS. NOLL’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. NOLL has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. NOLL via certified mail of the specific nature of the charges and automatic suspension of MS. NOLL’s license. MS. NOLL may request a hearing regarding the charges.
DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. NOLL has complied with all aspects of this Order; and (2) the Board determines that MS. NOLL is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. NOLL and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. NOLL does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Provitt, Teletha R., P.N. 148847 (CASE #19-1774, #19-0661, #19-1280)

Action: It was moved by Erin Keels, seconded by Daniel Lehmann, that upon consideration of the charges stated against TELETHA R. PROVITT in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. PROVITT has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. PROVITT’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, MS. PROVITT’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years including the Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

SUSPENSION OF LICENSE

MS. PROVITT’S license is suspended for an indefinite period of time.

The Board may reinstate MS. PROVITT’s license if MS. PROVITT submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. PROVITT shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based
upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement**, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. PROVITT**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. PROVITT’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. PROVITT’s** completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

**Educational Requirements**

6. **Within ninety (90) days immediately prior to requesting reinstatement**, establish contact with a nursing educator, approved in advance by the Board or its designee, who has no less than a master’s degree and who is affiliated with a nursing educational program.

   a. Have the educator provide the Board with a written report of an assessment of **MS. PROVITT**, which identifies **MS. PROVITT’s** knowledge/practice deficiencies and remedial educational needs.

   b. Prior to the assessment, provide the nursing educator with a copy of this Order and the Notice and submit to any nursing skills or knowledge assessments required by the educator. **MS. PROVITT** shall also execute releases prior to the assessment to permit the educator to obtain any information deemed appropriate and necessary for the assessment including information from **MS. PROVITT’s** employer(s), former employers, and Board staff.

   c. Following the assessment, have the educator provide the Board with a copy of a learning plan developed by the educator for **MS. PROVITT** and obtain approval of the learning plan by the Board or its designee. The learning plan shall identify specific remediation that **MS. PROVITT** shall complete to address any knowledge/practice deficiencies and remedial educational needs identified by the educator and shall identify the time frame during which **MS. PROVITT** shall complete such learning plan.
d. Successfully complete and submit satisfactory documentation of successful completion of the learning plan within the time frame specified in the learning plan.

e. Be responsible for all costs associated with meeting the requirements of the learning plan.

f. **After MS. PROVITT has successfully completed the learning plan,** have the educator provide the Board with:

i. An assessment and any recommendations for additional remedial education and/or restrictions that should be placed on MS. PROVITT’s license; and

ii. A written opinion stating whether **MS. PROVITT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

g. The Board may utilize the educator’s recommendations and conclusions from the assessment as a basis for additional terms and restrictions on MS. PROVITT’s license.

h. If **MS. PROVITT** has met all other conditions for reinstatement, in the event that the educator’s recommendations include a clinical component, this requirement will be completed following reinstatement of **MS. PROVITT**’s nursing license and prior to **MS. PROVITT** practicing as a nurse.

**Evaluations**

7. **Within ninety (90) days immediately prior to requesting reinstatement,** at **MS. PROVITT**’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. PROVITT** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, including whether **MS. PROVITT** should be required to attend support or peer group meetings or a Twelve Step program, any additional restrictions that should be placed on **MS. PROVITT**’s license, and a statement as to whether **MS. PROVITT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional
described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. PROVITT’s license.

**Monitoring**

9. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. PROVITT’s history. MS. PROVITT shall self-administer the prescribed drugs only in the manner prescribed.

10. Abstain completely from the use of alcohol or any products containing alcohol.

11. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement**, submit, at MS. PROVITT’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. PROVITT’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. PROVITT shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. PROVITT.

   a. **Prior** to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. PROVITT, and submit the report directly to the Board.

   b. **After** initiating drug screening, be under a **continuing duty** to:

      i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

      ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

      iii. Notify the Board of any and all medication(s) or prescription(s)
received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. PROVITT and submit the report directly to the Board.

12. If recommended by a substance use disorder professional, for a minimum, continuous period of three (3) months immediately prior to requesting reinstatement, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. PROVITT’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   **Ohio Board of Nursing**  
   **17 South High Street, Suite 660**  
   **Columbus, OH 43215-3466**

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board **within five (5) business days**, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.
PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and **MS. PROVITT**’s license shall be subject to Probationary Terms and Restrictions for a minimum period of two (2) years.

PROBATIONARY TERMS AND RESTRICTIONS

**MS. PROVITT** shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

**Evaluations**

3. **Upon the request of the Board or its designee and within sixty (60) days of that request,** at **MS. PROVITT**’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. PROVITT** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, including whether **MS. PROVITT** should be required to attend support or peer group meetings or a Twelve Step program, any additional restrictions that should be placed on **MS. PROVITT**'s license, and a statement as to whether **MS. PROVITT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **If a substance use disorder evaluation is requested,** provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. PROVITT**’s license.

**Monitoring**

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. PROVITT**'s history. **MS. PROVITT** shall self-administer prescribed drugs only in the manner prescribed.
6. Abstain completely from the use of alcohol or any products containing alcohol.

7. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. PROVITT shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. PROVITT.

MS. PROVITT shall:

   a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. PROVITT and submit the report directly to the Board.

8. If recommended by a substance use disorder professional, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

Employment Conditions

9. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

10. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. PROVITT does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.
11. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

12. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

13. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

14. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

15. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

16. Submit any and all information that the Board may request regarding MS. PROVITT’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

17. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

18. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

    Compliance Unit  
    Ohio Board of Nursing  
    17 South High Street, Suite 660  
    Columbus, OH 43215-3466

19. Verify that the reports and documentation required by this Order are received in the Board office.

20. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.
LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. PROVITT’s license is subject to the following License Restrictions:

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. PROVITT shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. PROVITT to provide nursing services for fees, compensation, or other consideration or who engage MS. PROVITT as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. PROVITT shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. PROVITT’s suspension shall be lifted and MS. PROVITT’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. PROVITT has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. PROVITT via certified mail of the specific nature of the charges and automatic suspension of MS. PROVITT’s license. MS. PROVITT may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. PROVITT has complied with all aspects of this Order; and (2) the Board determines that MS. PROVITT is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. PROVITT and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. PROVITT does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.
This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Roxburgh, Jillian J., P.N. 142551 (CASE #18-5139)  
**Action:** It was moved Daniel Lehmann, seconded by Joanna Ridgeway, that upon consideration of the charges stated against JILLIAN J. ROXBURGH in the Notice of Immediate Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. ROXBURGH has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. ROXBURGH’s license to practice nursing as a licensed practical nurse be PERMANENTLY REVOKED.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Royston, Tori Ann, P.N. 163972 (CASE #18-4907)  
**Action:** It was moved by Joanna Ridgeway, seconded by Daniel Lehmann, that upon consideration of the charges stated against TORI ANN ROYSTON in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. ROYSTON has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. ROYSTON’s license to practice nursing as a licensed practical nurse be REPRIMANDED.

MS. ROYSTON shall:

1. **Within six (6) months of the effective date of this Order,** Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

   **Education Requirements**

2. **Within six (6) months of the effective date of this Order,** successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: five (5) hours Professional Accountability, five (5) hours Patient Boundaries, five (5) hours Critical Thinking, and Two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.
This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Schneider, Michael William, R.N. 302948 (CASE #19-1479)
Action: It was moved by Nancy Fellows, seconded by Barbara Douglas, that upon consideration of the charges stated against MICHAEL WILLIAM SCHNEIDER in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MR. SCHNEIDER has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MR. SCHNEIDER’s license to practice nursing as a registered nurse be PERMANENTLY REVOKED.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Stoy, Timothy A., P.N. 149118 (CASE #16-3779)
Action: It was moved by Barbara Douglas, seconded by Nancy Fellows, that upon consideration of the charges stated against TIMOTHY A. STOY in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MR. STOY has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MR. STOY’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, MR. STOY’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Narcotic and Temporary Practice Restrictions, set forth below.

SUSPENSION OF LICENSE

MR. STOY’s license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate MR. STOY’s license if MR. STOY submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATMENT

MR. STOY shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.
2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MR. STOY**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MR. STOY's** criminal records check to the Board. The Board will not consider a request for reinstatement until **MR. STOY's** completed criminal records check, including the FBI check, is received by the Board.

**Evaluations**

5. **Within ninety (90) days immediately prior to requesting reinstatement,** at **MR. STOY's** expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MR. STOY** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MR. STOY's** license, and a statement as to whether **MR. STOY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MR. STOY's** license.

**Monitoring**

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of **MR. STOY's** history. **MR. STOY** shall self-administer the prescribed drugs only in the manner prescribed.

8. Abstain completely from the use of alcohol or any products containing alcohol.

9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement,** submit, at **MR. STOY's** expense and on the day
selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MR. STOY’s** initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MR. STOY** shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MR. STOY**.

a. **Prior** to initiating drug screening:

i. Provide a copy of this Order to all treating practitioners;

ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MR. STOY, and** submit the report directly to the Board.

b. **After** initiating drug screening, be under a **continuing duty** to:

i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MR. STOY and** submit the report directly to the Board.

10. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.
**Reporting Requirements for Suspension Period**

11. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

12. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

13. Submit any and all information that the Board may request regarding **MR. STOY’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

14. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

15. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   **Ohio Board of Nursing**  
   **17 South High Street, Suite 660**  
   **Columbus, OH 43215-3466**

16. Verify that the reports and documentation required by this Order are received in the Board office.

17. Inform the Board **within five (5) business days**, in writing, of any change in residential or home address or telephone number.

18. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and **MR. STOY’s** license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MR. STOY shall:**

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

**Monitoring**

3. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to him by another so authorized by law who has full knowledge of MR. STOY’s history. MR. STOY shall self-administer prescribed drugs only in the manner prescribed.

4. Abstain completely from the use of alcohol or any products containing alcohol.

5. Submit, at his expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day he is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MR. STOY shall be negative, except for substances prescribed, administered, or dispensed to him by another so authorized by law who has received a complete copy of this Order prior to prescribing for MR. STOY.

MR. STOY shall:

   a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MR. STOY and submit the report directly to the Board.

6. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.
**Employment Conditions**

7. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

8. **Prior to accepting employment as a nurse,** each time with every employer, notify the Board, in writing. Any period during which **MR. STOY** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

9. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse.**

10. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

11. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding **MR. STOY’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

    **Compliance Unit**
17. Verify that the reports and documentation required by this Order are received in the Board office.

18. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MR. STOY’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

MR. STOY shall not administer, have access to, or possess (except as prescribed for MR. STOY’s use by another so authorized by law who has full knowledge of MR. STOY’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MR. STOY shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MR. STOY shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MR. STOY shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MR. STOY to provide nursing services for fees, compensation, or other consideration or who engage MR. STOY as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

MR. STOY shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MR. STOY’s suspension shall be lifted and MR. STOY’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MR. STOY has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MR. STOY via certified mail of the specific nature of the charges and automatic suspension of MR. STOY’s license. MR. STOY may request a hearing regarding the charges.
DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MR. STOY has complied with all aspects of this Order; and (2) the Board determines that MR. STOY is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MR. STOY and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MR. STOY does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Todd, Teia M., P.N. 139597 (CASE #19-0621)

Action: It was moved by Deborah Knueve, seconded by Lisa Klenke, that upon consideration of the charges stated against TEIA M. TODD in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. TODD has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. TODD's license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, MS. TODD's license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the previously imposed Permanent Practice Restrictions, set forth below.

SUSPENSION OF LICENSE

MS. TODD’s license is suspended for an indefinite period of time.

The Board may reinstate MS. TODD’s license if MS. TODD submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. TODD shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.
2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement**, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. TODD**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. TODD's** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. TODD's** completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of her full compliance with the requirements imposed by the Franklin County Court of Common Pleas in Case Number 17 CR 3908.

6. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

**Educational Requirements**

7. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: four (4) hours Professional Accountability and Legal Liability for Nurses, five (5) hours Ethics, five (5) hours Record Keeping, and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order **does not meet the continuing education requirements for license renewal**.

**Reporting Requirements for Suspension Period**

8. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

9. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

10. Submit any and all information that the Board may request regarding **MS. TODD's** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

11. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.
12. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

13. Verify that the reports and documentation required by this Order are received in the Board office.

14. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

15. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. TODD's license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. TODD shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Franklin County Court of Common Pleas in Case Number 17 CR 3908.

Employment Conditions

4. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

5. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. TODD does not work in
a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

6. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

7. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

8. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

9. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

10. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

11. Submit any and all information that the Board may request regarding MS. TODD’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

12. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

13. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466

14. Verify that the reports and documentation required by this Order are received in the Board office.
15. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. TODD’s license is subject to the following License Restrictions:

Permanent Practice Restrictions

MS. TODD shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. TODD to provide nursing services for fees, compensation, or other consideration or who engage MS. TODD as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

MS. TODD shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

MS. TODD shall not be involved in financial activities or supervise financial activities in any position that requires a license as a licensed practical nurse.

FAILURE TO COMPLY

The stay of MS. TODD's suspension shall be lifted and MS. TODD's license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. TODD has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. TODD via certified mail of the specific nature of the charges and automatic suspension of MS. TODD's license. MS. TODD may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. TODD has complied with all aspects of this Order; and (2) the Board determines that MS. TODD is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. TODD and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. TODD does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.
Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Wittenauer, Lauren N., P.N., 142036 (CASE #19-2593)

**Action:** It was moved Patricia Sharpnack, seconded by Brenda Boggs, that upon consideration of the charges stated against LAUREN N. WITTENAUER in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. WITTENAUER has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. WITTENAUER’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, MS. WITTENAUER’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years including the **Temporary Practice Restrictions, unless otherwise approved in advance**, set forth below.

**SUSPENSION OF LICENSE**

MS. WITTENAUER’s license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate MS. WITTENAUER’s license if MS. WITTENAUER submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

MS. WITTENAUER shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. WITTENAUER, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit
MS. WITTENAUER’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. WITTENAUER’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

6. Submit documentation of her full compliance with the requirements imposed by the Mahoning County Court of Common Pleas in Case Number 19-CR-255.

**Educational Requirements**

7. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: five (5) hours Documentation, four (4) hours Professional Accountability and Legal Liability, four (4) hours Disciplinary Actions, three (3) hours Ethics, and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

**Evaluations**

8. Within ninety (90) days immediately prior to requesting reinstatement, at MS. WITTENAUER’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. WITTENAUER shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. WITTENAUER’s license, and a statement as to whether MS. WITTENAUER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

9. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. WITTENAUER’s license.

**Monitoring**

10. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law
who has full knowledge of MS. WITTENAUER’s history. MS. WITTENAUER shall self-administer the prescribed drugs only in the manner prescribed.

11. Abstain completely from the use of alcohol or any products containing alcohol.

12. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, submit, at MS. WITTENAUER’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. WITTENAUER’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. WITTENAUER shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. WITTENAUER.

a. Prior to initiating drug screening:

   i. Provide a copy of this Order to all treating practitioners;

   ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

   iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. WITTENAUER, and submit the report directly to the Board.

b. After initiating drug screening, be under a continuing duty to:

   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. WITTENAUER and submit the report directly to the Board.
13. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

14. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

15. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

16. Submit any and all information that the Board may request regarding MS. WITTENAUER’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

17. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

18. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
   **Columbus, OH 43215-3466**

19. Verify that the reports and documentation required by this Order are received in the Board office.

20. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

21. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and MS. WITTENAUER’s license shall be subject to Probationary Terms and Restrictions for a minimum period of two (2) years.
PROBATIONARY TERMS AND RESTRICTIONS

MS. WITTENAUER shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Mahoning County Court of Common Pleas in Case Number 19-CR-255.

Evaluations

4. **Upon the request of the Board or its designee and within sixty (60) days of that request**, at MS. WITTENAUER’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. WITTENAUER shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. WITTENAUER's license, and a statement as to whether MS. WITTENAUER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

5. **If a substance use disorder evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. WITTENAUER's license.

Monitoring

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. WITTENAUER’s history. MS. WITTENAUER shall self-administer prescribed drugs only in the manner prescribed.

7. Abstain completely from the use of alcohol or any products containing alcohol.

8. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such
specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. WITTENAUER shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. WITTENAUER.

MS. WITTENAUER shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. WITTENAUER and submit the report directly to the Board.

9. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

Employment Conditions

10. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

11. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. WITTENAUER does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

12. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.
13. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

14. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

15. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

16. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

17. Submit any and all information that the Board may request regarding MS. Wittenauger’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

18. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

19. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**  
   **Ohio Board of Nursing**  
   **17 South High Street, Suite 660**  
   **Columbus, OH 43215-3466**

20. Verify that the reports and documentation required by this Order are received in the Board office.

21. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

**LICENSE RESTRICTIONS**

In addition to Probationary Terms and Restrictions, MS. Wittenauger’s license is subject to the following License Restrictions:
Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. WITTENAUER shall not practice nursing as a licensed practical nurse (1) in a patient's residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. WITTENAUER to provide nursing services for fees, compensation, or other consideration or who engage MS. WITTENAUER as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. WITTENAUER shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. WITTENAUER’s suspension shall be lifted and MS. WITTENAUER’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. WITTENAUER has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. WITTENAUER via certified mail of the specific nature of the charges and automatic suspension of MS. WITTENAUER’s license. MS. WITTENAUER may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. WITTENAUER has complied with all aspects of this Order; and (2) the Board determines that MS. WITTENAUER is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. WITTENAUER and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. WITTENAUER does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.
Flowers, Lori A., R.N. 375154 (CASE #18-5220, #18-0115)

Action: It was moved by Brenda Boggs, seconded by Patricia Sharpnack, that upon consideration of the charges stated against LORI A. FLOWERS in the Notice of Immediate Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. FLOWERS has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. FLOWERS’s license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than three (3) years, with the conditions for reinstatement set forth below, and following reinstatement, MS. FLOWERS’s license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the previously imposed Permanent Practice Restrictions; and the Permanent Narcotic Restrictions, unless otherwise approved in advance, set forth below.

SUSPENSION OF LICENSE

MS. FLOWERS’s license is suspended for an indefinite period of time but not less than three (3) years.

The Board may reinstate MS. FLOWERS’s license if MS. FLOWERS submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. FLOWERS shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. FLOWERS, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. FLOWERS’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. FLOWERS’s completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of her full compliance with the requirements imposed by
the Ashtabula County Court of Common Pleas in Case Number 2018 CR 556.

**Evaluations**

6. **Within ninety (90) days immediately prior to requesting reinstatement**, at MS. FLOWERS's expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. FLOWERS shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring including whether MS. FLOWERS should attend support or peer group meetings, any additional restrictions that should be placed on MS. FLOWERS's license, and a statement as to whether MS. FLOWERS is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. FLOWERS's license.

**Monitoring**

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. FLOWERS's history. MS. FLOWERS shall self-administer the prescribed drugs only in the manner prescribed.

9. Abstain completely from the use of alcohol or any products containing alcohol.

10. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, submit, at MS. FLOWERS's expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. FLOWERS's initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. FLOWERS shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. FLOWERS.
a. **Prior** to initiating drug screening:

   i. Provide a copy of this Order to all treating practitioners;

   ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

   iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. FLOWERS**, and submit the report directly to the Board.

b. **After** initiating drug screening, be under a **continuing duty** to:

   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. FLOWERS** and submit the report directly to the Board.

11. **If recommended by the substance use disorder professional, for a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding **MS. FLOWERS’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.
15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

    Compliance Unit
    Ohio Board of Nursing
    17 South High Street, Suite 660
    Columbus, OH 43215-3466

17. Verify that the reports and documentation required by this Order are received in the Board office.

18. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

19. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and **MS. FLOWERS**'s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. FLOWERS** shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Ashtabula County Court of Common Pleas in Case Number 2018 CR 556.

**Monitoring**

4. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. FLOWERS**'s history. **MS. FLOWERS** shall self-administer prescribed drugs only in the manner prescribed.
5. Abstain completely from the use of alcohol or any products containing alcohol.

6. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. FLOWERS shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. FLOWERS.

MS. FLOWERS shall:

   a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. FLOWERS and submit the report directly to the Board.

7. If recommended by the substance use disorder professional, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

Employment Conditions

8. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

9. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. FLOWERS does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.
10. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

11. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

12. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding **MS. FLOWERS**’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
   **Columbus, OH 43215-3466**

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board **within five (5) business days**, in writing, of any change in employment status or of any change in residential or home address or telephone number.
LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. FLOWERS’s license is subject to the following License Restrictions:

Permanent Narcotic Restriction

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. FLOWERS shall not administer, have access to, or possess (except as prescribed for MS. FLOWERS’s use by another so authorized by law who has full knowledge of MS. FLOWERS’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. FLOWERS shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. FLOWERS shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

MS. FLOWERS shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. FLOWERS’s suspension shall be lifted and MS. FLOWERS’s license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that MS. FLOWERS has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. FLOWERS via certified mail of the specific nature of the charges and automatic suspension of MS. FLOWERS’s license. MS. FLOWERS may request a hearing regarding the charges.

DURATION
The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. FLOWERS has complied with all aspects of this Order; and (2) the Board determines that MS. FLOWERS is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. FLOWERS and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. FLOWERS does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Burger, Amanda Dawn, R.N. 356563 (CASE #18-6624)

**Action**: It was moved Sandra Beidelschies, seconded by Lauralee Krabill, that upon consideration of the charges stated against AMANDA DAWN BURGER in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. BURGER has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. BURGER’s license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than three (3) years with the conditions for reinstatement set forth below, and following reinstatement, MS. BURGER’s license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Narcotic and Temporary Practice Restrictions, set forth below.

**SUSPENSION OF LICENSE**

MS. BURGER’s license is suspended for an indefinite period of time but not less than three (3) years.

The Board may reinstate MS. BURGER’s license if MS. BURGER submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.
CONDITIONS FOR REINSTATEMENT

MS. BURGER shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. BURGER, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. BURGER’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. BURGER’s completed criminal records check, including the FBI check, is received by the Board.

**Evaluations**

5. Within ninety (90) days immediately prior to requesting reinstatement, at MS. BURGER’s expense, obtain a mental health evaluation from a Board approved evaluator and provide the Board with complete documentation of such evaluation. Prior to the evaluation, MS. BURGER shall provide the mental health evaluator with a copy of this Order and the Notice. MS. BURGER shall execute releases to permit the mental health evaluator to obtain any information deemed appropriate and necessary for the evaluation. The mental health evaluator shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. BURGER’s license, and a statement as to whether MS. BURGER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the mental health evaluator described above until released. Further, the Board may utilize the mental health evaluator’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. BURGER’s license.

7. Within ninety (90) days immediately prior to requesting reinstatement, at MS. BURGER’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and,
prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. BURGER** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, including whether **MS. BURGER** should attend support or peer group meetings, any additional restrictions that should be placed on **MS. BURGER**'s license, and a statement as to whether **MS. BURGER** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. BURGER**'s license.

**Monitoring**

9. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. BURGER**'s history. **MS. BURGER** shall self-administer the prescribed drugs only in the manner prescribed.

10. Abstain completely from the use of alcohol or any products containing alcohol.

11. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, submit, at **MS. BURGER**'s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after **MS. BURGER**'s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. BURGER** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. BURGER**.

   a. **Prior** to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication
prescription report for any and all substances prescribed, administered, or dispensed to MS. BURGER, and submit the report directly to the Board.

b. **After** initiating drug screening, be under a **continuing duty** to:

i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. BURGER and submit the report directly to the Board.

12. **If recommended by the substance use disorder professional, for a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. BURGER’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:
18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. BURGER’s license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. BURGER shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

Evaluations

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. BURGER’s expense, obtain a mental health evaluation from a Board approved evaluator and provide the Board with complete documentation of such evaluation. Prior to the evaluation, MS. BURGER shall provide the mental health evaluator with a copy of this Order and the Notice. MS. BURGER shall execute releases to permit the mental health evaluator to obtain any information deemed appropriate and necessary for the evaluation. The mental health evaluator shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. BURGER’s license, and a statement as to whether MS. BURGER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. If a mental health evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by
the mental health evaluator described above until released. Further, the Board may utilize the mental health evaluator’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. BURGER’s license.

5. **Upon the request of the Board or its designee and within sixty (60) days of that request**, at MS. BURGER’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. BURGER shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, including whether MS. BURGER should attend support or peer group meetings, any additional restrictions that should be placed on MS. BURGER’s license, and a statement as to whether MS. BURGER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. **If a substance use disorder evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. BURGER’s license.

**Monitoring**

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. BURGER’s history. MS. BURGER shall self-administer prescribed drugs only in the manner prescribed.

8. Abstain completely from the use of alcohol or any products containing alcohol.

9. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. BURGER shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. BURGER.

MS. BURGER shall:
a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. BURGER and submit the report directly to the Board.

10. If recommended by the substance use disorder professional, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

Employment Conditions

11. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

12. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. BURGER does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

13. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

14. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

15. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.
Reporting Requirements for Probationary Period

16. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

17. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

18. Submit any and all information that the Board may request regarding MS. BURGER’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

19. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

20. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH 43215-3466

21. Verify that the reports and documentation required by this Order are received in the Board office.

22. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. BURGER’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

MS. BURGER shall not administer, have access to, or possess (except as prescribed for MS. BURGER’s use by another so authorized by law who has full knowledge of MS. BURGER’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. BURGER shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. BURGER shall not call in or order prescriptions or prescription refills.
Temporary Practice Restrictions

**MS. BURGER** shall not practice nursing as a registered nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage **MS. BURGER** to provide nursing services for fees, compensation, or other consideration or who engage **MS. BURGER** as a volunteer; or (4) as an independent contractor or for *locum tenens* assignments.

**MS. BURGER** shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

**FAILURE TO COMPLY**

The stay of **MS. BURGER’s** suspension shall be lifted and **MS. BURGER’s** license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that **MS. BURGER** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. BURGER** via certified mail of the specific nature of the charges and automatic suspension of **MS. BURGER’s** license. **MS. BURGER** may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. BURGER** has complied with all aspects of this Order; and (2) the Board determines that **MS. BURGER** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. BURGER** and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which **MS. BURGER** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Anderson, Laura Lee, R.N. 286413 (CASE #18-7404, #18-6504)**

**Action:** It was moved by Lauralee Krabill, seconded by Erin Keels, that upon consideration of the charges stated against **LAURA LEE ANDERSON** in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. ANDERSON** has committed acts in violation of the
Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. ANDERSON's license to practice nursing as a registered nurse be suspended for an indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, MS. ANDERSON’s license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of two (2) years including the Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

**SUSPENSION OF LICENSE**

MS. ANDERSON’s license is suspended for an indefinite period of time.

The Board may reinstate MS. ANDERSON’s license if MS. ANDERSON submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

MS. ANDERSON shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement**, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. ANDERSON, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. ANDERSON’s criminal records check to the Board. The Board will not consider a request for reinstatement until MS. ANDERSON’s completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

**Educational Requirements**

6. Successfully complete and submit satisfactory documentation of successful
completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: five (5) hours Substance Use Disorder and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

**Evaluations**

7. **Within ninety (90) days immediately prior to requesting reinstatement,** at MS. ANDERSON’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. ANDERSON shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. ANDERSON's license, and a statement as to whether MS. ANDERSON is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. ANDERSON's license.

**Monitoring**

9. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. ANDERSON's history. MS. ANDERSON shall self-administer the prescribed drugs only in the manner prescribed.

10. Abstain completely from the use of alcohol or any products containing alcohol.

11. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement,** submit, at MS. ANDERSON’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. ANDERSON's initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. ANDERSON shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law.
who has received a complete copy of this Order prior to prescribing for **MS. ANDERSON**.

a. **Prior** to initiating drug screening:
   
i. Provide a copy of this Order to all treating practitioners;

   ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

   iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. ANDERSON, and** submit the report directly to the Board.

b. **After** initiating drug screening, be under a **continuing duty** to:
   
i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. ANDERSON and** submit the report directly to the Board.

12. **For a minimum, continuous period of three (3) months immediately prior to requesting reinstatement**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding **MS.**
ANDERSON’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.

PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. ANDERSON’s license shall be subject to Probationary Terms and Restrictions for a minimum period of two (2) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. ANDERSON shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

Evaluations

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. ANDERSON’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. ANDERSON shall
execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. ANDERSON's license, and a statement as to whether MS. ANDERSON is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **If a substance use disorder evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. ANDERSON's license.

**Monitoring**

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. ANDERSON's history. MS. ANDERSON shall self-administer prescribed drugs only in the manner prescribed.

6. Abstain completely from the use of alcohol or any products containing alcohol.

7. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. ANDERSON shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. ANDERSON.

**MS. ANDERSON** shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and
d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. ANDERSON** and submit the report directly to the Board.

8. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

**Employment Conditions**

9. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required**, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

10. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which **MS. ANDERSON** does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

11. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

12. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

13. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

14. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

15. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

16. Submit any and all information that the Board may request regarding **MS. ANDERSON’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.
17. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

18. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH  43215-3466

19. Verify that the reports and documentation required by this Order are received in the Board office.

20. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. ANDERSON’s license is subject to the following License Restrictions:

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. ANDERSON shall not practice nursing as a registered nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. ANDERSON to provide nursing services for fees, compensation, or other consideration or who engage MS. ANDERSON as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. ANDERSON shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. ANDERSON’s suspension shall be lifted and MS. ANDERSON’s license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that MS. ANDERSON has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS.
ANDERSON via certified mail of the specific nature of the charges and automatic suspension of MS. ANDERSON’s license. MS. ANDERSON may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. ANDERSON has complied with all aspects of this Order; and (2) the Board determines that MS. ANDERSON is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. ANDERSON and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. ANDERSON does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Buffington, Heather J., R.N. 402117 (CASE #18-6729, #18-3012)

Action: It was moved by Erin Keels, seconded by Lauralee Krabill, that upon consideration of the charges stated against HEATHER J. BUFFINGTON in the Notice of Immediate Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. BUFFINGTON has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. BUFFINGTON’s license to practice nursing as a registered nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, MS. BUFFINGTON's license to practice nursing as a registered nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Permanent Practice Restrictions, unless otherwise approved in advance, and Temporary Narcotic Restrictions, set forth below.

SUSPENSION OF LICENSE

MS. BUFFINGTON’s license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate MS. BUFFINGTON’s license if MS. BUFFINGTON submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.
CONDITIONS FOR REINSTATEMENT

MS. BUFFINGTON shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. BUFFINGTON, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. BUFFINGTON's criminal records check to the Board. The Board will not consider a request for reinstatement until MS. BUFFINGTON's completed criminal records check, including the FBI check, is received by the Board.

5. Submit documentation of her full compliance with the requirements imposed by the Jefferson County Court of Common Pleas in Case Number 18-CR-184.

**Evaluations**

6. **Within ninety (90) days immediately prior to requesting reinstatement,** at MS. BUFFINGTON's expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. BUFFINGTON shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. BUFFINGTON's license, and a statement as to whether MS. BUFFINGTON is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. BUFFINGTON's license.
Monitoring

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. BUFFINGTON’s history. MS. BUFFINGTON shall self-administer the prescribed drugs only in the manner prescribed.

9. Abstain completely from the use of alcohol or any products containing alcohol.

10. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, submit, at MS. BUFFINGTON’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. BUFFINGTON’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. BUFFINGTON shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. BUFFINGTON.

a. Prior to initiating drug screening:
   i. Provide a copy of this Order to all treating practitioners;
   ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and
   iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. BUFFINGTON, and submit the report directly to the Board.

b. After initiating drug screening, be under a continuing duty to:
   i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;
   ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;
   iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and
iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. BUFFINGTON and submit the report directly to the Board.

11. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements for Suspension Period

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding MS. BUFFINGTON’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit
   Ohio Board of Nursing
   17 South High Street, Suite 660
   Columbus, OH 43215-3466

17. Verify that the reports and documentation required by this Order are received in the Board office.

18. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

19. Submit to the Board a completed application for reinstatement on the form provided by the Board.
PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and MS. BUFFINGTON's license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

PROBATIONARY TERMS AND RESTRICTIONS

MS. BUFFINGTON shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Jefferson County Court of Common Pleas in Case Number 18-CR-184.

Evaluations

4. Upon the request of the Board or its designee and within sixty (60) days of that request, at MS. BUFFINGTON's expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. BUFFINGTON shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. BUFFINGTON's license, and a statement as to whether MS. BUFFINGTON is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

5. If a substance use disorder evaluation is requested, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. BUFFINGTON's license.

Monitoring

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. BUFFINGTON's history. MS. BUFFINGTON shall self-administer prescribed drugs only in the manner prescribed.
7. Abstain completely from the use of alcohol or any products containing alcohol.

8. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. BUFFINGTON shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. BUFFINGTON.

MS. BUFFINGTON shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. BUFFINGTON and submit the report directly to the Board.

9. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

Employment Conditions

10. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

11. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. BUFFINGTON does not work in a position within the State of Ohio for which a license to practice
nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

12. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

13. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

14. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

15. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

16. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

17. Submit any and all information that the Board may request regarding **MS. BUFFINGTON’s** ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

18. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

19. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
   **Columbus, OH 43215-3466**

20. Verify that the reports and documentation required by this Order are received in the Board office.

21. Inform the Board **within five (5) business days**, in writing, of any change in employment status or of any change in residential or home address or telephone number.
LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. BUFFINGTON’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

MS. BUFFINGTON shall not administer, have access to, or possess (except as prescribed for MS. BUFFINGTON’s use by another so authorized by law who has full knowledge of MS. BUFFINGTON’s history) any narcotics, other controlled substances, or mood altering drugs for a minimum period of one (1) year in which MS. BUFFINGTON is working in a position that requires a nursing license. At any time after the minimum period of one (1) year previously described, MS. BUFFINGTON may submit a written request to the Board to have this restriction re-evaluated. In addition, MS. BUFFINGTON shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. BUFFINGTON shall not call in or order prescriptions or prescription refills.

Permanent Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. BUFFINGTON shall not practice nursing as a registered nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. BUFFINGTON to provide nursing services for fees, compensation, or other consideration or who engage MS. BUFFINGTON as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. BUFFINGTON shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. BUFFINGTON’s suspension shall be lifted and MS. BUFFINGTON’s license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that MS. BUFFINGTON has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. BUFFINGTON via certified mail of the specific nature of the charges and automatic suspension of MS. BUFFINGTON’s license. MS. BUFFINGTON may request a hearing regarding the charges.
DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. BUFFINGTON has complied with all aspects of this Order; and (2) the Board determines that MS. BUFFINGTON is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. BUFFINGTON and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. BUFFINGTON does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Coy, Merideth E., P.N. 148759 (CASE #18-5373, #18-2513; #18-2653)

Action: It was moved by Daniel Lehmann, seconded by Joanna Ridgeway, that upon consideration of the charges stated against MERIDETH E. COY in the Notice of Immediate Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. COY has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. COY’s license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years, retroactive to May 19, 2018, with the conditions for reinstatement set forth below, and following reinstatement, MS. COY’s license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Permanent Practice Restrictions, unless otherwise approved in advance, set forth below.

SUSPENSION OF LICENSE

MS. COY’s license is suspended for an indefinite period of time but not less than two (2) years retroactive to May 19, 2018.

The Board may reinstate MS. COY’s license if MS. COY submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTatement

MS. COY shall:
1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement**, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. COY**. including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. COY’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. COY’s** completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

6. Submit documentation of her full compliance with the requirements imposed by the Portage County Court of Common Pleas in Case Number 2018 CR 0868.

**Evaluations**

7. **Within ninety (90) days immediately prior to requesting reinstatement**, at **MS. COY’s** expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. COY** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. COY’s** license, and a statement as to whether **MS. COY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. COY’s** license.
Monitorying

9. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. COY’s history. MS. COY shall self-administer the prescribed drugs only in the manner prescribed.

10. Abstain completely from the use of alcohol or any products containing alcohol.

11. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, submit, at MS. COY’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. COY’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. COY shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. COY.

   a. Prior to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. COY, and submit the report directly to the Board.

   b. After initiating drug screening, be under a continuing duty to:

      i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

      ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

      iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

      iv. Cause all treating practitioners to complete a medication
prescription report for any and all substances prescribed, administered, or dispensed to MS. COY and submit the report directly to the Board.

12. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

**Reporting Requirements for Suspension Period**

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. COY’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   Compliance Unit  
   Ohio Board of Nursing  
   17 South High Street, Suite 660  
   Columbus, OH 43215-3466

18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board **within five (5) business days**, in writing, of any change in residential or home address or telephone number.

20. Submit to the Board a completed application for reinstatement on the form provided by the Board.
PROBATIONARY PERIOD

Following reinstatement, the suspension shall be stayed and **MS. COY's** license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. COY** shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Portage County Court of Common Pleas in Case Number 2018 CR 0868.

**Evaluations**

4. **Upon the request of the Board or its designee and within sixty (60) days of that request**, at **MS. COY's** expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. COY** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on **MS. COY's** license, and a statement as to whether **MS. COY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

5. **If a substance use disorder evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. COY's** license.

**Monitoring**

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. COY’s** history. **MS. COY** shall self-administer prescribed drugs only in the manner prescribed.
7. Abstain completely from the use of alcohol or any products containing alcohol.

8. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. COY shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. COY.

**MS. COY shall:**

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. COY** and submit the report directly to the Board.

9. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

*Employment Conditions*

10. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required,** complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

11. **Prior to accepting employment as a nurse,** each time with every employer, notify the Board, in writing. Any period during which **MS. COY** does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.
12. Be under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

13. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

14. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

15. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

16. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

17. Submit any and all information that the Board may request regarding MS. COY’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

18. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

19. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

   **Compliance Unit**
   **Ohio Board of Nursing**
   **17 South High Street, Suite 660**
   **Columbus, OH 43215-3466**

20. Verify that the reports and documentation required by this Order are received in the Board office.

21. Inform the Board **within five (5) business days**, in writing, of any change in employment status or of any change in residential or home address or telephone number.
LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. COY’s license is subject to the following License Restrictions:

Permanent Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. COY shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. COY to provide nursing services for fees, compensation, or other consideration or who engage MS. COY as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. COY shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. COY’s suspension shall be lifted and MS. COY’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. COY has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. COY via certified mail of the specific nature of the charges and automatic suspension of MS. COY’s license. MS. COY may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. COY has complied with all aspects of this Order; and (2) the Board determines that MS. COY is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. COY and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. COY does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.
Turner, Deborah, P.N. 113464 (CASE #19-1096)

Action: It was moved by Daniel Lehmann, seconded by Barbara Douglas, that upon consideration of the charges stated against DEBORAH LEE TURNER in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. TURNER has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. TURNER’s license to practice nursing as a licensed practical nurse be REPRIMANDED.

MS. TURNER shall:

1. Within ninety (90) days of the effective date of this Order, successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: Non-violent crisis intervention course. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

2. Within ninety (90) days of the effective date of this Order, at MS. TURNER’s expense, obtain a comprehensive physical examination by a Board approved physician for the purposes of evaluating MS. TURNER’s fitness for duty and safety to practice nursing as a licensed practical nurse. This Board approved physician shall provide the Board with complete documentation of MS. TURNER’s comprehensive physical examination and with a comprehensive assessment regarding MS. TURNER’s fitness for duty and safety to practice nursing as a licensed practical nurse. Prior to the examination, MS. TURNER shall provide the Board approved physician with a copy of this Consent Agreement and the Notice. MS. TURNER shall execute releases to permit the Board approved physician performing the comprehensive physical examination, and assessment to obtain any information deemed appropriate and necessary for the assessment. The evaluating physician shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, including MS. TURNER’s emotional readiness to return to work, and any additional restrictions that should be placed on MS. TURNER’s license to practice, and stating whether MS. TURNER is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

3. MS. TURNER agrees that the Board may utilize the Board approved physician's recommendations and conclusions from the comprehensive physical examination and assessment as a basis for additional terms and restrictions on MS. TURNER’s license and that the terms and restrictions shall be incorporated in an addendum to this Consent Agreement.

Joanna Ridgeway voted no. Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.
This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

LeGrant, Amy Joy, P.N. 129780 (CASE #19-1923)

Action: It was moved Nancy Fellows, seconded by Barbara Douglas, that upon consideration of the charges stated against AMY JOY LEGRANT in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. LEGRANT has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. LEGRANT's license to practice nursing as a licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, MS. LEGRANT's license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of three (3) years including the Temporary Narcotic and Temporary Practice Restrictions, unless otherwise approved in advance, set forth below.

SUSPENSION OF LICENSE

MS. LEGRANT's license is suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate MS. LEGRANT's license if MS. LEGRANT submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

CONDITIONS FOR REINSTATEMENT

MS. LEGRANT shall:

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board's designated representative, as requested by the Board or its designee.

4. Within ninety (90) days immediately prior to requesting reinstatement, submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. LEGRANT, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. LEGRANT's criminal records check to the Board. The Board will not consider a request for reinstatement until MS. LEGRANT's completed criminal records check, including the FBI check, is received by the Board.
Evaluations

5. **Within ninety (90) days immediately prior to requesting reinstatement**, at MS. LEGRANT’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. LEGRANT shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring including whether MS. LEGRANT should abstain from alcohol, any additional restrictions that should be placed on MS. LEGRANT’s license, and a statement as to whether MS. LEGRANT is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. LEGRANT’s license.

Monitoring

7. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. LEGRANT’s history. MS. LEGRANT shall self-administer the prescribed drugs only in the manner prescribed.

8. **If recommended by the substance use disorder professional**, abstain completely from the use of alcohol or any products containing alcohol.

9. **For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement**, submit, at MS. LEGRANT’s expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. LEGRANT’s initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. LEGRANT shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. LEGRANT.
a. Prior to initiating drug screening:

   i. Provide a copy of this Order to all treating practitioners;

   ii. Provide to the Board a list of all treating practitioners, including
        addresses and telephone numbers; and

   iii. Cause all treating practitioners to complete a medication
        prescription report for any and all substances prescribed,
        administered, or dispensed to MS. LEGRANT, and submit the
        report directly to the Board.

b. After initiating drug screening, be under a continuing duty to:

   i. Provide a copy of this Order, prior to initiating treatment, to
      additional treating practitioners;

   ii. Update the list of treating practitioners with the Board within forty-
       eight (48) hours of being treated by another practitioner;

   iii. Notify the Board of any and all medication(s) or prescription(s)
       received within twenty-four (24) hours of release from
       hospitalization or medical treatment; and

   iv. Cause all treating practitioners to complete a medication
       prescription report for any and all substances prescribed,
       administered, or dispensed to MS. LEGRANT and submit the
       report directly to the Board.

Reporting Requirements for Suspension Period

10. Report to the Board, in writing, any violation of this Order within thirty (30) days of
    the occurrence of the violation.

11. Sign release of information forms allowing health professionals and other
    organizations to submit the requested documentation directly to the Board.

12. Submit any and all information that the Board may request regarding MS. LEGRANT’s
    ability to practice nursing according to acceptable and prevailing
    standards of safe nursing care.

13. Not submit or cause to be submitted any false, misleading, or deceptive
    statements, information, or documentation to the Board.

14. Submit the reports and documentation required by this Order on forms specified
    by the Board. All reporting and communications required by this Order shall be
    sent by email to: monitoring@nursing.ohio.gov or by mail to:
15. Verify that the reports and documentation required by this Order are received in the Board office.

16. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

17. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and **MS. LEGRANT’s** license shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. LEGRANT** shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

**Evaluations**

3. Upon the request of the Board or its designee and within sixty (60) days of that request, at **MS. LEGRANT’s** expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. **MS. LEGRANT** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring including whether **MS. LEGRANT** should abstain from alcohol, any additional restrictions that should be placed on **MS. LEGRANT’s** license, and a statement as to whether **MS. LEGRANT** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.
4. **If a substance use disorder evaluation is requested**, provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on **MS. LEGRANT's** license.

**Monitoring**

5. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of **MS. LEGRANT's** history. **MS. LEGRANT** shall self-administer prescribed drugs only in the manner prescribed.

6. **If recommended by the substance use disorder professional**, abstain completely from the use of alcohol or any products containing alcohol.

7. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by **MS. LEGRANT** shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for **MS. LEGRANT**.

**MS. LEGRANT** shall:

   a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

   b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

   c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

   d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to **MS. LEGRANT** and submit the report directly to the Board.
Employment Conditions

8. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

9. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. LEGRANT does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

10. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

11. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

12. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

13. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

14. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

15. Submit any and all information that the Board may request regarding MS. LEGRANT’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

16. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

17. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
18. Verify that the reports and documentation required by this Order are received in the Board office.

19. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. LEGRANT’s license is subject to the following License Restrictions:

Temporary Narcotic Restriction

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. LEGRANT shall not administer, have access to, or possess (except as prescribed for MS. LEGRANT’s use by another so authorized by law who has full knowledge of MS. LEGRANT’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. LEGRANT shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. LEGRANT shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. LEGRANT shall not practice nursing as a licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. LEGRANT to provide nursing services for fees, compensation, or other consideration or who engage MS. LEGRANT as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

Unless otherwise approved in advance, in writing, by the Board or its designee, MS. LEGRANT shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. LEGRANT’s suspension shall be lifted and MS. LEGRANT’s license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that MS. LEGRANT has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS.
**LEGRANT** via certified mail of the specific nature of the charges and automatic suspension of **MS. LEGRANT**'s license. **MS. LEGRANT** may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. LEGRANT** has complied with all aspects of this Order; and (2) the Board determines that **MS. LEGRANT** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. LEGRANT** and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which **MS. LEGRANT** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Action**: It was moved by Barbara Douglas, seconded by Deborah Knueve, that upon consideration of the charges stated against **BERNADINE S. GALLENSTEIN** in the Notice of Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. GALLENSTEIN** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. GALLENSTEIN**'s license to practice nursing as a registered nurse be suspended and that the suspension is stayed subject to the probationary terms and restrictions set forth below.

**PROBATIONARY PERIOD**

**MS. GALLENSTEIN**'s license shall be subject to Probationary Terms and Restrictions.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. GALLENSTEIN** shall:

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.
2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of MS. GALLENSTEIN, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit MS. GALLENSTEIN’s criminal records check to the Board. MS. GALLENSTEIN’s completed criminal records check, including the FBI check, must be received by the Board within ninety (90) days following the effective date of this Order.

**Educational Requirements**

4. Within six (6) months of the effective date of this Order, successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: five (5) hours Documentation, five (5) hours Professional Accountability and Legal Liability, and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order does not meet the continuing education requirements for license renewal.

**Evaluations**

5. Within ninety (90) days of the effective date of this Order, at MS. GALLENSTEIN’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notice. MS. GALLENSTEIN shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. GALLENSTEIN’s license, and a statement as to whether MS. GALLENSTEIN is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

6. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. GALLENSTEIN’s license.

**Employment Conditions**

7. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and
submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

8. **Prior to accepting employment as a nurse**, each time with every employer, notify the Board, in writing. Any period during which MS. GALLENSTEIN does not work in a position within the State of Ohio for which a license to practice nursing is required **shall not count** toward fulfilling the probationary period imposed by this Order.

9. **Within fifteen (15) days of the effective date of this Order**, provide her current employer(s) with a copy of this Order, if working in a position in which a license to practice as a nurse is required. MS. GALLENSTEIN is under a continuing duty to provide a copy of this Order to any new employer **prior to accepting employment as a nurse**.

10. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance **on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later**.

11. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding MS. GALLENSTEIN's ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

    **Compliance Unit**
    **Ohio Board of Nursing**
17 South High Street, Suite 660
Columbus, OH 43215-3466

17. Verify that the reports and documentation required by this Order are received in the Board office.

18. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

FAILURE TO COMPLY

The stay of MS. GALLENSTEIN’s suspension shall be lifted and MS. GALLENSTEIN’s license to practice nursing as a registered nurse will be automatically suspended if it appears to the Board that MS. GALLENSTEIN has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. GALLENSTEIN via certified mail of the specific nature of the charges and automatic suspension of MS. GALLENSTEIN’s license. MS. GALLENSTEIN may request a hearing regarding the charges.

DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. GALLENSTEIN has complied with all aspects of this Order; and (2) the Board determines that MS. GALLENSTEIN is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. GALLENSTEIN and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. GALLENSTEIN does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Manz, Catherine Marie, P.N. 123734 (CASE #19-1946)
Action: It was moved by Lisa Klenke, seconded by Deborah Knueve, that upon consideration of the charges stated against CATHERINE MARIE MANZ in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that MS. MANZ has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that MS. MANZ’s license to practice nursing as a licensed practical nurse be suspended for an
indefinite period of time with the conditions for reinstatement set forth below, and following reinstatement, **MS. MANZ’s** license to practice nursing as a licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of one (1) year.

**SUSPENSION OF LICENSE**

**MS. MANZ’s** license is suspended for an indefinite period of time.

The Board may reinstate **MS. MANZ’s** license if **MS. MANZ** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

**CONDITIONS FOR REINSTATEMENT**

**MS. MANZ shall:**

1. Be determined, by the Board or its designee, to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.

2. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

3. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. MANZ**, including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. MANZ’s** criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. MANZ’s** completed criminal records check, including the FBI check, is received by the Board.

5. Pay a fine of five hundred dollars ($500.00), payable: online by credit or debit card; or payable to the "Treasurer, State of Ohio," by certified check, cashier check, or money order mailed to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

**Educational Requirements**

6. Successfully complete and submit satisfactory documentation of successful completion of the following continuing education, or other comparable course(s) approved in advance by the Board or its designee: four (4) hours Professional Accountability and Legal Liability and two (2) hours Ohio Nursing Law and Rules. Continuing education required by this Order does not meet the continuing
education requirements for license renewal.

Evaluations

7. **Within ninety (90) days immediately prior to requesting reinstatement,** at MS. MANZ’s expense, obtain a mental health evaluation from a Board approved evaluator and provide the Board with complete documentation of such evaluation. Prior to the evaluation, MS. MANZ shall provide the mental health evaluator with a copy of this Order and the Notice. MS. MANZ shall execute releases to permit the mental health evaluator to obtain any information deemed appropriate and necessary for the evaluation. The mental health evaluator shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. MANZ’s license, and a statement as to whether MS. MANZ is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

8. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the mental health evaluator described above until released. Further, the Board may utilize the mental health evaluator’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. MANZ’s license.

Reporting Requirements for Suspension Period

9. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

10. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

11. Submit any and all information that the Board may request regarding MS. MANZ’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

12. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

13. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
Ohio Board of Nursing
17 South High Street, Suite 660
Columbus, OH 43215-3466
14. Verify that the reports and documentation required by this Order are received in the Board office.

15. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

16. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and MS. MANZ’s license shall be subject to Probationary Terms and Restrictions for a minimum period of one (1) year.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. MANZ shall:**

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

**Evaluations**

3. **Upon the request of the Board or its designee and within sixty (60) days of that request,** at MS. MANZ’s expense, obtain a mental health evaluation from a Board approved evaluator and provide the Board with complete documentation of such evaluation. Prior to the evaluation, MS. MANZ shall provide the mental health evaluator with a copy of this Order and the Notice. MS. MANZ shall execute releases to permit the mental health evaluator to obtain any information deemed appropriate and necessary for the evaluation. The mental health evaluator shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. MANZ’s license, and a statement as to whether MS. MANZ is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **If a mental health evaluation is requested,** provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the mental health evaluator described above until released. Further, the Board may utilize the mental health evaluator’s recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. MANZ’s license.
Employment Conditions

5. Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required, complete and submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

6. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. MANZ does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

7. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

8. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

9. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

Reporting Requirements for Probationary Period

10. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

11. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

12. Submit any and all information that the Board may request regarding MS. MANZ’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

13. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

14. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit
15. Verify that the reports and documentation required by this Order are received in the Board office.

16. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

**FAILURE TO COMPLY**

The stay of **MS. MANZ’s** suspension shall be lifted and **MS. MANZ’s** license to practice nursing as a licensed practical nurse will be automatically suspended if it appears to the Board that **MS. MANZ** has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify **MS. MANZ** via certified mail of the specific nature of the charges and automatic suspension of **MS. MANZ’s** license. **MS. MANZ** may request a hearing regarding the charges.

**DURATION**

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that **MS. MANZ** has complied with all aspects of this Order; and (2) the Board determines that **MS. MANZ** is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with **MS. MANZ** and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which **MS. MANZ** does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Daniel Lehmann and Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Huler, Gina M., D.T. 002350 (CASE #18-2333, #16-5059)**

**Action:** It was moved by Lisa Klenke, seconded by Deborah Knueve, that upon consideration of the charges stated against **GINA M. HULER** in the Notice of Automatic Suspension and Opportunity for Hearing (Notice) and evidence supporting the charges, the Board find that **MS. HULER** has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notice, and that **MS. HULER’s** certificate to practice as a dialysis technician be **PERMANENTLY REVOKED**.
Motion adopted by a majority vote of the Board members present with Daniel Lehmann and Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**DEFAULT ORDERS**

Ciccolelli, Kimberly L., P.N. 140230 (CASE #17-7335, 17-6730)

**Action:** It was moved by Patricia Sharpnack, seconded by Brenda Boggs, that upon consideration of the allegations contained in the December 18, 2018 examination order and the findings contained in the July 2019 Default Order, the Board find that MS. CICCOLELLI has committed acts in violation of the Nurse Practice Act, as set forth in the July 2019 Default Order, and that MS. CICCOLELLI's licenses to practice nursing as a licensed practical nurse in the State of Ohio be suspended, as of July 25, 2019, with conditions for reinstatement set forth in the July 2019 Default Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Baldwin, Chad A., P.N. 123061 (CASE #18-1313)

**Action:** It was moved by Brenda Boggs, seconded by Patricia Sharpnack, that upon consideration of the allegations contained in the February 13, 2019 examination order and the findings contained in the September 2019 Default Order, the Board find that MR. BALDWIN has committed acts in violation of the Nurse Practice Act, as set forth in the September 2019 Default Order, and that MR. BALDWIN's license to practice nursing as a licensed practical nurse in the State of Ohio be suspended, as of September 19, 2019, with conditions for reinstatement set forth in the September 2019 Default Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Hull, Sharon Sue, R.N. 237120 (CASE #17-5521)

**Action:** It was moved by Sandra Beidelschie, seconded by Brenda Boggs, that upon consideration of the allegations contained in the March 1, 2019 examination order and the findings contained in the September 2019 Default Order, the Board find that MS. HULL has committed acts in violation of the Nurse Practice Act, as set forth in the September 2019 Default Order, and that MS. HULL's license to practice nursing as a registered nurse in the State of Ohio be suspended, as of September 19, 2019, with conditions for reinstatement set forth in the September 2019 Default Order.
Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Myers, Kathy J., R.N. 197515 (CASE #17-3042)**

**Action:** It was moved by Lauralee Krabill, seconded by Sandra Beidelschies, that upon consideration of the allegations contained in the April 26, 2019 examination order and the findings contained in the September 2019 Default Order, the Board find that **MS. MYERS** has committed acts in violation of the Nurse Practice Act, as set forth in the September 2019 Default Order, and that **MS. MYERS's** license to practice nursing as a registered nurse in the State of Ohio be suspended, as of September 19, 2019, with conditions for reinstatement set forth in the September 2019 Default Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Pratt, Angela M., R.N. 391108, P.N. 127125 (CASE #17-6934; #17-4901)**

**Action:** It was moved by Erin Keels, seconded by Lauralee Krabill, that upon consideration of the allegations contained in the December 6, 2018 examination order and the findings contained in the May 2019 Default Order, the Board find that **MS. PRATT** has committed acts in violation of the Nurse Practice Act, as set forth in the May 2019 Default Order, and that **MS. PRATT's** licenses to practice nursing as a registered nurse and licensed practical nurse in the State of be suspended, as of May 23, 2019, with conditions for reinstatement set forth in the May 2019 Default Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Perkins, Mary Caroline, P.N. 088035 (CASE #18-1909)**

**Action:** It was moved by Daniel Lehmann, seconded by Joanna Ridgeway, that upon consideration of the allegations contained in the March 1, 2019 examination order and the findings contained in the July 2019 Default Order, the Board find that **MS. PERKINS** has committed acts in violation of the Nurse Practice Act, as set forth in the July 2019 Default Order, and that **MS. PERKINS's** license to practice nursing as a licensed practical nurse in the State of Ohio be suspended, as of July 25, 2019, with conditions for reinstatement set forth in the July 2019 Default Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.
This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Hughes, Dawn Lynn, P.N. 164853 (CASE #18-4640)

**Action:** It was moved by Joanna Ridgeway, seconded by Daniel Lehmann, that upon consideration of the allegations contained in the April 12, 2019 examination order and the findings contained in the July 2019 Default Order, the Board find that MS. HUGHES has committed acts in violation of the Nurse Practice Act, as set forth in the July 2019 Default Order, and that MS. HUGHES's license to practice nursing as a licensed practical nurse in the State of Ohio be suspended, as of July 25, 2019, with conditions for reinstatement set forth in the July 2019 Default Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Masters, Michael J., R.N. 147036, APRN-CRNA 02218 (CASE #19-2867)

**Action:** It was moved by Nancy Fellows, seconded by Deborah Knueve, that the Board find that MR. MASTERS has failed to submit to an examination when directed, and that the failure was not due to circumstances beyond his control, and in accordance with Section 4723.28(G) ORC, MR. MASTERS has admitted the truth of the allegations set forth in the July 1, 2019 Examination Order issued to MR. MASTERS and that MR. MASTERS has an impairment affecting his ability to provide safe nursing care. It was further moved that MR. MASTERS’s licenses to practice nursing as a registered nurse and advanced practice registered nurse-certified registered nurse anesthetist, in the State of Ohio be suspended for an indefinite period of time with conditions for reinstatement set forth below:

**CONDITIONS FOR REINSTATEMENT**

1. MR. MASTERS shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. MR. MASTERS shall appear in person for interviews before the full Board or its designated representative as requested by the Board and prior to reinstatement.

3. MR. MASTERS shall, at his own expense, submit to a comprehensive behavioral examination specifically addressing his ability to maintain professional boundaries with co-workers, patients, and the ability to function in a clinical capacity by DeBlazo, Elgudin, Levine, Risen LLC, 23425 Commerce Park, Beachwood, Ohio 44122, or another examiner approved in advance, in writing, by the Board or its designee (hereinafter “Examiner”). Prior to the evaluation, MR. MASTERS shall notify the Board Monitoring Agent of the appointment date, so that the Monitoring Agent can send the necessary records to the Examiner.
MR. MASTERS shall execute releases to permit the Examiner to obtain any information deemed appropriate and necessary for the evaluation. The Examiner shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, and any restrictions that should be placed on MR. MASTERS’s practice. The Examiner shall provide an opinion to the Board regarding whether MR. MASTERS is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. MR. MASTERS shall enter into a Consent Agreement with the Board for terms and restrictions determined by the Board for a minimum period of time determined by the Board. The terms and restrictions determined by the Board shall include, but not be limited to, completion or continuation of mental health and/or substance use disorder treatment, or other treatment recommended, and/or restrictions specified by the Examiner, as set forth in paragraph 3., above. If the Board and MR. MASTERS are unable to agree to terms and restrictions in a Consent Agreement, the terms and restrictions shall be determined after a hearing is held.

Reporting Requirements of Licensee

5. MR. MASTERS shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.

6. MR. MASTERS shall submit any and all information that the Board may request regarding his ability to practice according to acceptable and prevailing standards of safe nursing practice.

7. MR. MASTERS shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

8. MR. MASTERS shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Monitoring Unit of the Board.

9. MR. MASTERS shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

10. MR. MASTERS shall verify that the reports and documentation required by this Order are received in the Board office.

11. MR. MASTERS shall inform the Board within three (3) business days, in writing, of any change in address and/or telephone number.
Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

Finley, Sarah-Jo, P.N. 129071 (CASE #18-7481, 18-5849)

**Action:** It was moved by Barbara Douglas, seconded by Nancy Fellows, that the Board find that MS. FINLEY has failed to submit to an examination when directed, and that the failure was not due to circumstances beyond her control, and in accordance with Section 4723.28(G) ORC, that MS. FINLEY has admitted the truth of the allegations set forth in the June 20, 2019 Examination Order issued to MS. FINLEY and that MS. FINLEY has an impairment affecting her ability to provide safe nursing care. It was further moved that MS. FINLEY’s license to practice nursing as a licensed practical nurse, in the State of Ohio be suspended for an indefinite period of time with conditions for reinstatement set forth below:

**CONDITIONS FOR REINSTATEMENT**

1. **MS. FINLEY** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. **MS. FINLEY** shall appear in person for interviews before the full Board or its designated representative as requested by the Board and prior to reinstatement.

3. **MS. FINLEY** shall, at her own expense, submit to a substance use disorder examination specifically addressing her ability to safely function in a clinical nursing capacity Scott Dagenfield, CCDC-III, 691 South Fifth Street, Columbus, Ohio 43206, or another examiner approved in advance, in writing, by the Board or its designee (hereinafter “Examiner”). Prior to the evaluation, **MS. FINLEY** shall notify the Board Monitoring Agent of the appointment date, so that the Monitoring Agent can send the necessary records to the Examiner. **MS. FINLEY** shall execute releases to permit the Examiner to obtain any information deemed appropriate and necessary for the evaluation. The Examiner shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, and any restrictions that should be placed on **MS. FINLEY’s** practice. The Examiner shall provide an opinion to the Board regarding whether **MS. FINLEY** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **MS. FINLEY** shall enter into a Consent Agreement with the Board for terms and restrictions determined by the Board for a minimum period of time determined by the Board. The terms and restrictions determined by the Board shall include, but not be limited to, completion or continuation of mental health and/or substance use disorder treatment, or other treatment recommended, and/or restrictions specified by the Examiner, as set forth in paragraph 3., above. If the Board and
MS. FINLEY are unable to agree to terms and restrictions in a Consent Agreement, the terms and restrictions shall be determined after a hearing is held.

**Reporting Requirements of Licensee**

5. **MS. FINLEY** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.

6. **MS. FINLEY** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.

7. **MS. FINLEY** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

8. **MS. FINLEY** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Monitoring Unit of the Board.

9. **MS. FINLEY** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

10. **MS. FINLEY** shall verify that the reports and documentation required by this Order are received in the Board office.

11. **MS. FINLEY** shall inform the Board within three (3) business days, in writing, of any change in address and/or telephone number.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Peckens, Emily N., P.N. APPLICANT (CASE #18-6002)**

**Action:** It was moved by Deborah Knueve, seconded by Barbara Douglas, that the Board find that **MS. PECKENS** has failed to submit to an examination when directed, and that the failure was not due to circumstances beyond her control, and in accordance with Section 4723.28(G) ORC, **MS. PECKENS** has admitted the truth of the allegations set forth in the January 28, 2019 Examination Order issued to **MS. PECKENS** and that **MS. PECKENS** has an impairment affecting her ability to provide safe nursing care. It was further moved that **MS. PECKENS**’s Application be denied, with conditions for reapplication for initial licensure set forth below:
CONDITIONS FOR REAPPLICATION FOR LICENSURE

1. **MS. PECKENS** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. **MS. PECKENS** shall appear in person for interviews before the full Board or its designated representative as requested by the Board and prior to reapplication.

3. **MS. PECKENS** shall, at her own expense, submit to a substance use disorder examination, specifically addressing her capacity to function in a clinical nursing capacity, by Scott Dagenfield, CCDC-III, 691 South Fifth Street, Columbus, Ohio 43206, or another examiner approved in advance, in writing, by the Board or its designee (hereinafter “Examiner”). Prior to the evaluation, **MS. PECKENS** shall notify the Board Monitoring Agent of the appointment date, so that the Monitoring Agent can send necessary records to the Examiner. **MS. PECKENS** shall execute releases to permit the Examiner to obtain any information deemed appropriate and necessary for the evaluation. The Examiner shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, and any restrictions that should be placed on **MS. PECKENS**’s practice. The Examiner shall provide an opinion to the Board regarding whether **MS. PECKENS** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **MS. PECKENS** may submit a new application for licensure to practice nursing as a licensed practical nurse by examination following the Board's receipt of the Examiner's written opinion. Prior to receiving a license, **MS. PECKENS** shall enter into a Consent Agreement with the Board for probationary terms, conditions, limitations, and restrictions determined by the Board for a minimum period of time determined by the Board. The probationary terms, conditions, limitations, and restrictions determined by the Board shall include, but not be limited to, completion or continuation of treatment recommended and/or restrictions specified by the Examiner, as set forth in paragraph 3., above. If the Board and **MS. PECKENS** are unable to agree to terms, conditions, limitations, and restrictions in a Consent Agreement, the terms, conditions, limitations, and restrictions shall be determined after a hearing is held.

**Reporting Requirements of MS. PECKENS**

5. **MS. PECKENS** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.

6. **MS. PECKENS** shall submit any and all information that the Board may request regarding her ability to practice according to acceptable and prevailing standards of safe nursing practice.
7. **MS. PECKENS** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

8. **MS. PECKENS** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Monitoring Unit of the Board.

9. **MS. PECKENS** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

10. **MS. PECKENS** shall verify that the reports and documentation required by this Order are received in the Board office.

11. **MS. PECKENS** shall inform the Board within three (3) business days, in writing, of any change in address and/or telephone number.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

**Wolf, Jonathan, R.N. 376607 (CASE #18-2967)**

**Action:** It was moved by Patricia Sharpnack, seconded by Brenda Boggs, that the Board find that MR. WOLF has failed to submit to an examination when directed, and that the failure was not due to circumstances beyond his control, and in accordance with Section 4723.28(G) ORC, MR. WOLF has admitted the truth of the allegations set forth in the May 31, 2019 Examination Order issued to MR. WOLF and that MR. WOLF has an impairment affecting his ability to provide safe nursing care. It was further moved that MR. WOLF’s license to practice nursing as a registered nurse, in the State of Ohio be suspended for an indefinite period of time with conditions for reinstatement set forth below:

**CONDITIONS FOR REINSTATEMENT**

1. **MR. WOLF** shall obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. **MR. WOLF** shall appear in person for interviews before the full Board or its designated representative as requested by the Board and prior to reinstatement.

3. **MR. WOLF** shall, at his own expense, submit to a fitness for duty examination, specifically addressing his ability to safely function in a clinical nursing capacity, with The University of Cincinnati Physicians Company (“UC”), 260 Stetson Street, Suite 3200, Cincinnati, Ohio 45219, or another examiner approved in
advance, in writing, by the Board or its designee (hereinafter “Examiner”). Prior to the evaluation, **MR. WOLF** shall notify the Board Monitoring Agent of the appointment date, so that the Monitoring Agent can send the necessary records to the Examiner. **MR. WOLF** shall execute releases to permit the Examiner to obtain any information deemed appropriate and necessary for the evaluation. The Examiner shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, and any restrictions that should be placed on **MR. WOLF**’s practice. The Examiner shall provide an opinion to the Board regarding whether **MR. WOLF** is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

4. **MR. WOLF** shall enter into a Consent Agreement with the Board for terms and restrictions determined by the Board for a minimum period of time determined by the Board. The terms and restrictions determined by the Board shall include, but not be limited to, completion or continuation of mental health and/or substance use disorder treatment, or other treatment recommended, and/or restrictions specified by the Examiner, as set forth in paragraph 3., above. If the Board and **MR. WOLF** are unable to agree to terms and restrictions in a Consent Agreement, the terms and restrictions shall be determined after a hearing is held.

**Reporting Requirements of Licensee**

5. **MR. WOLF** shall sign release of information forms allowing health professionals and other organizations to submit requested documentation or information directly to the Board.

6. **MR. WOLF** shall submit any and all information that the Board may request regarding his ability to practice according to acceptable and prevailing standards of safe nursing practice.

7. **MR. WOLF** shall not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

8. **MR. WOLF** shall submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be made to the Monitoring Unit of the Board.

9. **MR. WOLF** shall submit the reports and documentation required by this Order to the attention of the Compliance Unit, Ohio Board of Nursing, 17 South High Street, Suite 660, Columbus, OH 43215-3466.

10. **MR. WOLF** shall verify that the reports and documentation required by this Order are received in the Board office.

11. **MR. WOLF** shall inform the Board within three (3) business days, in writing, of any change in address and/or telephone number.
Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

VOLUNTARY RETIREMENTS

Action: It was moved by Brenda Boggs, seconded by Patricia Sharpnack, that the Board accept the Permanent Voluntary Retirement from the practice of nursing for the following case(s):

Gonzales, Wendi, R.N. 437992 (CASE #17-3470); O’Brien, Suzanne, R.N. 125689 (CASE #19-0649); Schoen, Mary, R.N. 145340 (CASE #18-4458).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

SUMMARY SUSPENSION AND NOTICE OF OPPORTUNITY FOR HEARING

Stines, Ruth A. (aka Collins), P.N. 164594 (CASE #19-4304, #19-3005, #19-0673, #18-7106)

Action: It was moved by Sandra Beidelschies, seconded by Brenda Boggs, that there is clear and convincing evidence that continued practice by RUTH A. STINES AKA COLLINS, LPN 164594 (CASE #19-4304), presents a danger of immediate and serious harm to the public. It was further moved that the Board Summarily Suspend the license of by RUTH A. STINES AKA COLLINS, LPN 164594, and issue a Notice of Opportunity for Hearing for violations of Chapter 4723, ORC., retroactive to the date it was issued on November 1, 2019.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

CONSOLIDATION HEARING/NO REQUEST HEARING

Leonhardt, Rose L., R.N. 391963, P.N. 127984 (CASE #19-3675, #18-5694, #18-5404)

Action: It was moved by Barbara Douglas, seconded by Deborah Knueve, that the Board consolidate for purposes of consideration Case #19-3675, #18-5694 and #18-5404. It was further moved that upon consideration of the charges stated against ROSE L. LEONHARDT in the Notice of Immediate Suspension and Opportunity for Hearing issued May 23, 2019; and the Notice of Opportunity for Hearing issued July 25, 2019 (Notices) and evidence supporting the charges, the Board find that MS. LEONHARDT has committed acts in violation of the Nurse Practice Act, Ohio Revised Code Chapter 4723, as stated in the Notices, that MS. LEONHARDT’s licenses to practice nursing as a registered nurse and licensed practical nurse be suspended for an indefinite period of time but not less than two (2) years with the conditions for reinstatement set forth below, and following reinstatement, MS. LEONHARDT’s licenses to practice nursing as a registered nurse and licensed practical nurse shall be subject to a stayed suspension under the probationary terms and restrictions set forth below for a minimum period of
three (3) years including the **Temporary Narcotic and Temporary Practice Restrictions**, set forth below.

### SUSPENSION OF LICENSES

**MS. LEONHARDT**’s licenses are suspended for an indefinite period of time but not less than two (2) years.

The Board may reinstate **MS. LEONHARDT**’s licenses if **MS. LEONHARDT** submits a written request for reinstatement and is determined by the Board or its designee to have complied with the Conditions for Reinstatement.

### CONDITIONS FOR REINSTATEMENT

**MS. LEONHARDT** shall:

1. **Be determined,** by the Board or its designee,** to be able to practice as a nurse according to acceptable and prevailing standards of safe nursing care based upon an interview and review of the documentation specified in this Order.**

2. **Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.**

3. **Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.**

4. **Within ninety (90) days immediately prior to requesting reinstatement,** submit a request to the Bureau of Criminal Identification and Investigation (BCII) to conduct a criminal records check of **MS. LEONHARDT,** including a check of Federal Bureau of Investigation (FBI) records, and shall request that BCII submit **MS. LEONHARDT**’s criminal records check to the Board. The Board will not consider a request for reinstatement until **MS. LEONHARDT**’s completed criminal records check, including the FBI check, is received by the Board.

5. **Submit documentation of her full compliance with the requirements imposed by the Warren County Court of Common Pleas in Case Number 18 CR 34914.**

**Evaluations**

6. **Within ninety (90) days immediately prior to requesting reinstatement,** at **MS. LEONHARDT**’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notices. **MS. LEONHARDT** shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses,
recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. LEONHARDT's licenses, and a statement as to whether MS. LEONHARDT is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.

7. Provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions on MS. LEONHARDT's licenses.

Monitoring

8. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. LEONHARDT's history. MS. LEONHARDT shall self-administer the prescribed drugs only in the manner prescribed.

9. Abstain completely from the use of alcohol or any products containing alcohol.

10. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, submit, at MS. LEONHARDT's expense and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Upon and after MS. LEONHARDT's initiation of drug screening, refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. LEONHARDT shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. LEONHARDT.

   a. Prior to initiating drug screening:

      i. Provide a copy of this Order to all treating practitioners;

      ii. Provide to the Board a list of all treating practitioners, including addresses and telephone numbers; and

      iii. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. LEONHARDT, and submit the report directly to the Board.

   b. After initiating drug screening, be under a continuing duty to:
i. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

ii. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

iii. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

iv. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. LEONHARDT and submit the report directly to the Board.

11. For a minimum, continuous period of one (1) year immediately prior to requesting reinstatement, attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board prior to reinstatement.

Reporting Requirements for Suspension Period

12. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

13. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

14. Submit any and all information that the Board may request regarding MS. LEONHARDT’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

15. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board.

16. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

    Compliance Unit
    Ohio Board of Nursing
    17 South High Street, Suite 660
    Columbus, OH 43215-3466

17. Verify that the reports and documentation required by this Order are received in
the Board office.

18. Inform the Board within five (5) business days, in writing, of any change in residential or home address or telephone number.

19. Submit to the Board a completed application for reinstatement on the form provided by the Board.

**PROBATIONARY PERIOD**

Following reinstatement, the suspension shall be stayed and MS. LEONHARDT’s licenses shall be subject to Probationary Terms and Restrictions for a minimum period of three (3) years.

**PROBATIONARY TERMS AND RESTRICTIONS**

**MS. LEONHARDT shall:**

1. Obey all federal, state, and local laws, and all laws and rules governing the practice of nursing in Ohio.

2. Appear in person for interviews with the Board’s designated representative, as requested by the Board or its designee.

3. Submit documentation of her full compliance with the requirements imposed by the Warren County Court of Common Pleas in Case Number 18 CR 34914.

**Evaluations**

4. **Upon the request of the Board or its designee and within sixty (60) days of that request,** at MS. LEONHARDT’s expense, obtain a substance use disorder evaluation by a substance use disorder professional approved by the Board or its designee and, prior to the evaluation, provide the substance use disorder professional with a copy of this Order and the Notices. **MS. LEONHARDT shall execute releases to permit the substance use disorder professional to obtain any information deemed appropriate and necessary for the evaluation. The substance use disorder professional shall submit a written opinion to the Board that includes diagnoses, recommendations for treatment and monitoring, any additional restrictions that should be placed on MS. LEONHARDT's licenses, and a statement as to whether MS. LEONHARDT is capable of practicing nursing according to acceptable and prevailing standards of safe nursing care.**

5. **If a substance use disorder evaluation is requested,** provide the Board with satisfactory documentation of compliance with all aspects of the treatment plan developed by the substance use disorder professional described above until released. Further, the Board may utilize the professional's recommendations and conclusions from the evaluation as a basis for additional terms and restrictions.
on MS. LEONHARDT’s licenses.

**Monitoring**

6. Abstain completely from personal use or possession of drugs, except those prescribed, administered, or dispensed to her by another so authorized by law who has full knowledge of MS. LEONHARDT’s history. MS. LEONHARDT shall self-administer prescribed drugs only in the manner prescribed.

7. Abstain completely from the use of alcohol or any products containing alcohol.

8. Submit, at her expense, and on the day selected, blood, breath, hair or urine specimens for drug and/or alcohol analysis at a collection site specified by the Board at such times as the Board may request. Refusal to submit such specimen, or failure to submit such specimen on the day she is selected, or in such a manner as the Board may request, shall constitute a violation of a restriction placed on a license for purposes of Section 4723.28(B), ORC. This screening shall require a daily call-in process. The specimens submitted by MS. LEONHARDT shall be negative, except for substances prescribed, administered, or dispensed to her by another so authorized by law who has received a complete copy of this Order prior to prescribing for MS. LEONHARDT.

MS. LEONHARDT shall:

a. Provide a copy of this Order, prior to initiating treatment, to additional treating practitioners;

b. Update the list of treating practitioners with the Board within forty-eight (48) hours of being treated by another practitioner;

c. Notify the Board of any and all medication(s) or prescription(s) received within twenty-four (24) hours of release from hospitalization or medical treatment; and

d. Cause all treating practitioners to complete a medication prescription report for any and all substances prescribed, administered, or dispensed to MS. LEONHARDT and submit the report directly to the Board.

9. Attend a minimum of one (1) meeting per week of a support or peer group meeting approved in advance by the Board, or a Twelve Step program, and provide satisfactory documentation of such attendance to the Board every six (6) months.

**Employment Conditions**

10. **Upon the request of the Board or its designee, prior to working in a position where a license to practice nursing is required,** complete and
submit satisfactory documentation of completion of a nurse refresher course or an extensive orientation approved in advance by the Board or its designee.

11. Prior to accepting employment as a nurse, each time with every employer, notify the Board, in writing. Any period during which MS. LEONHARDT does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

12. Be under a continuing duty to provide a copy of this Order to any new employer prior to accepting employment as a nurse.

13. Have current employer(s), if working in a position where a license to practice nursing is required, submit written reports regarding job performance on a quarterly basis beginning within thirty (30) days of the effective date of this Order or beginning within thirty (30) days of working in a position as a nurse, whichever is later.

14. Have current employer(s) send documentation to the Board, along with the first employer report, of receipt of a copy of this Order, including the date this Order was received.

**Reporting Requirements for Probationary Period**

15. Report to the Board, in writing, any violation of this Order within thirty (30) days of the occurrence of the violation.

16. Sign release of information forms allowing health professionals and other organizations to submit the requested documentation directly to the Board.

17. Submit any and all information that the Board may request regarding MS. LEONHARDT’s ability to practice nursing according to acceptable and prevailing standards of safe nursing care.

18. Not submit or cause to be submitted any false, misleading, or deceptive statements, information, or documentation to the Board or to employers or potential employers.

19. Submit the reports and documentation required by this Order on forms specified by the Board. All reporting and communications required by this Order shall be sent by email to: monitoring@nursing.ohio.gov or by mail to:

Compliance Unit  
Ohio Board of Nursing  
17 South High Street, Suite 660  
Columbus, OH  43215-3466
20. Verify that the reports and documentation required by this Order are received in the Board office.

21. Inform the Board within five (5) business days, in writing, of any change in employment status or of any change in residential or home address or telephone number.

LICENSE RESTRICTIONS

In addition to Probationary Terms and Restrictions, MS. LEONHARDT's licenses are subject to the following License Restrictions:

Temporary Narcotic Restriction

MS. LEONHARDT shall not administer, have access to, or possess (except as prescribed for MS. LEONHARDT’s use by another so authorized by law who has full knowledge of MS. LEONHARDT’s history) any narcotics, other controlled substances, or mood altering drugs. In addition, MS. LEONHARDT shall not count narcotics or possess or carry any work keys for locked medication carts, cabinets, drawers, or containers. MS. LEONHARDT shall not call in or order prescriptions or prescription refills.

Temporary Practice Restrictions

MS. LEONHARDT shall not practice nursing as a registered nurse or licensed practical nurse (1) in a patient’s residence; (2) for staffing agencies or pools; (3) for an individual or group of individuals who directly engage MS. LEONHARDT to provide nursing services for fees, compensation, or other consideration or who engage MS. LEONHARDT as a volunteer; or (4) as an independent contractor or for locum tenens assignments.

MS. LEONHARDT shall not function in a position or employment where the job duties or requirements involve management of nursing and nursing responsibilities, or supervising and evaluating nursing practice. Such positions include, but are not limited to, the following: Director of Nursing, Assistant Director of Nursing, Nurse Manager, Vice President of Nursing.

FAILURE TO COMPLY

The stay of MS. LEONHARDT’s suspension shall be lifted and MS. LEONHARDT’s licenses to practice nursing as a registered nurse and licensed practical nurse will be automatically suspended if it appears to the Board that MS. LEONHARDT has violated or breached any terms or conditions of this Order. Following the automatic suspension, the Board shall notify MS. LEONHARDT via certified mail of the specific nature of the charges and automatic suspension of MS. LEONHARDT's licenses. MS. LEONHARDT may request a hearing regarding the charges.
DURATION

The Board may only alter the probationary period imposed by this Order if: (1) the Board determines that MS. LEONHARDT has complied with all aspects of this Order; and (2) the Board determines that MS. LEONHARDT is able to practice nursing according to acceptable and prevailing standards of safe nursing care without Board monitoring, based upon an interview with MS. LEONHARDT and review of the reports as required herein.

As indicated above under Employment Conditions, any period during which MS. LEONHARDT does not work in a position within the State of Ohio for which a license to practice nursing is required shall not count toward fulfilling the probationary period imposed by this Order.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

This Order shall become effective immediately and is hereby entered upon the Journal of the Board for the 21st day of November 2019.

MONITORING

RELEASE FROM SUSPENSION/PROBATION

Action: It was moved by Lauralee Krabill, seconded by Erin Keels, that the following, with the recommendation by Sandra Ranck, Supervising Member for Disciplinary Matters, be released from their Consent Agreement(s):

Kaluscak, Amanda, P.N. 162944 (CASE #16-4432); Freshwater, Jacqueline, P.N. 168856 (CASE #17-5797); Carter, Marcita, R.N. 358404 (CASE #15-3924); Redd, Myia, P.N. 152293 (CASE #17-7359); Jones, Jolisha, P.N. 169528 (CASE #18-3749); Peirson, Staci, R.N. 319684 (CASE #17-4846); Camardo, Diana, R.N. 196369 (CASE #16-4829); Rumano, Naomi, R.N. 387777 (CASE #15-7333); Evers Burnworth, Brittney, R.N. 369162, APRN-CNP 024752 (CASE #18-6737, #18-6283); Byer, Stephanie, R.N. 323337 (CASE #18-0835); Berkemeier, Jacob, R.N. 365586 (CASE #16-4799); Beach, Dionna, P.N. 126622 (CASE #18-0527); Brown, Kelly, R.N. 278288 (CASE #17-0681, #17-0680); Brown, Paula, R.N. 365315 (CASE #16-7396); Burke, Jennifer, R.N. 311546 (CASE #16-7009); German, Denise, R.N. 247866 (CASE #16-2430); Kuehner, Amberly, R.N. 282608 (CASE #17-2691, 15-5200).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

RELEASE OF SUSPENSION/PROBATION – EARLY RELEASE

Action: It was moved by Erin Keels, seconded by Lauralee Krabill, that the following, with the recommendation by Sandra Ranck, Supervising Member for Disciplinary Matters, be released early from their Consent Agreement(s):
Naylor, Kathleen, R.N. 368630, APRN-CNP 022546 (CASE #18-0218); Stewart, Amanda, P.N. 138804 (CASE #16-2277).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

**RELEASE FROM SUSPENSION/PROBATION - PERMANENT PRACTICE RESTRICTIONS REMAIN**

**Action:** It was moved by Daniel Lehmann, seconded by Joanna Ridgeway, that the following, with the recommendation by Sandra Ranck, Supervising Member for Disciplinary Matters, be released from their Consent Agreement(s) with the exception of the permanent practice restrictions that will remain in effect:

Zaciek, Deanna, R.N. 313975, APRN-CNP 16001 (CASE #16-5280); Gronostaj, Jenny, R.N. 363299 (CASE #16-5109); Jenkins, Alvinetta, R.N. 336115 (CASE #14-1977); Stephens, Jennifer, R.N. 312431 (CASE #15-8567, 15-5158).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

**RELEASE FROM SUSPENSION/PROBATION – EARLY RELEASE – PERMANENT PRACTICE RESTRICTIONS REMAIN**

**Action:** It was moved by Joanna Ridgeway, seconded by Daniel Lehmann, that the following, with the recommendation by Sandra Ranck, Supervising Member for Disciplinary Matters, be released early from their Consent Agreement(s) with the exception of the permanent practice restrictions that will remain in effect:

Mills, Cassandra, P.N. 112527 (CASE #11-0028); Warman, Daphne, R.N. 341375 (CASE #16-4927).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

**RELEASE FROM TEMPORARY NARCOTIC RESTRICTION**

**Action:** It was moved by Nancy Fellows, seconded by Barbara Douglas, that the following, with the recommendation by Sandra Ranck, Supervising Member for Disciplinary Matters, be released from the temporary narcotic restriction within their Consent Agreement(s):

Fano, Nicole, R.N. 279175 (CASE #17-1237, 15-7830); Wiczen, Sarah, R.N. 369828, P.N. 112802 (CASE #16-0198); Morris, Joseph, R.N. 309177 (CASE #13-1464); Roberts, Michael, R.N. 382834 (CASE #18-4879).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.
REINSTATEMENT REQUEST PER CONDITIONS OF CONSENT AGREEMENT

Action: It was moved by Barbara Douglas, seconded by Nancy Fellows, that the following, with the recommendation by Sandra Ranck, Supervising Member for Disciplinary Matters, be reinstated subject to the probationary terms and restrictions of their Consent Agreement(s):

Bennett, Eric, R.N. 314669 (CASE #18-1637); Braun, Lisa, P.N. 148466 (CASE #18-6503, #18-6400); Burns, Kristen, R.N. 386982 (CASE #15-5396); Wilbon, Tiahna, P.N. 159687 (CASE #19-1504); Thomas, Julie, R.N. 273572 (CASE #19-1867); Mearns, Alice, R.N. 384325 (CASE #17-5145, #17-3438); Comstock, Randall, P.N. 141250 (CASE #17-5457).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

REINSTATEMENT REQUEST PER CONDITIONS OF ADJUDICATION ORDER

Action: It was moved by Deborah Knueve, seconded by Barbara Douglas, that the following, with the recommendation by Sandra Ranck, Supervising Member for Disciplinary Matters, be reinstated subject to the probationary terms and restrictions of her Adjudication Order:

Kincade, Myrtle, P.N. 117405 (CASE #14-3709).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

MOTION TO APPROVE

Action: It was moved by Lisa Klenke, seconded by Deborah Knueve, that the Board accept the following approvals made by Sandra Ranck, Supervising Member for Disciplinary Matters:

Scott, Courtney, DTI 006100 (CASE #19-3354) - Accept Mark S. Buddelmeyer, LICDC, to complete the substance use disorder evaluation.

Chambers, Megan, R.N. 310299 (CASE #19-2186) - Accept Stephen Silv, LISW-S, to complete the substance use disorder evaluation.

Carmichael, Crystalee, P.N. 119499 (CASE #18-2008) - Accept Kelli Blue, LPC, to complete the substance use disorder evaluation.

Benke, Brad, P.N. 150827 (CASE #19-1593, #19-1511) - Accept Ehab Sargious, MD, to complete the substance use disorder evaluation.

Conteh, Alieu, P.N. 149148 (CASE #17-3893, #17-3768, #17-3769) - Accept Lisa Crawly-McGhee, LICDC, to complete the substance use disorder evaluation.
Claytor, Amanda, R.N. 328371 (CASE #18-4158, #18-2714) - Accept Lacey Carrel, CDCC III, to complete the substance use disorder evaluation.

Wickmann, Jennifer, R.N. 329105 (CASE #19-0999, #17-2375) - Accept Linda Holley, LCDC III, to complete the substance use disorder evaluation.

Stroud, Gabrielle, P.N. 149774 (CASE #19-1299, #18-7523) - Accept Jennifer Scott, LICDC, to complete the substance use disorder evaluation.

Hermiller, Lisa, P.N. 143222 (CASE #17-5491, #17-5310, #17-5370) - Accept Aileen Randall, LICDC III, and Sandra J. Monfort, LICDC, to complete the substance use disorder evaluation.

Wright, Mara, R.N. 412935 (CASE #17-4451) - Accept Brian T. Davis, LISW-S, to complete the substance use disorder evaluation.

Clark, Brittany, R.N. 468984 (CASE #19-4027) - Accept William Defelice, LPCCS, to complete the substance use disorder evaluation.

Prewitt, Sandra, R.N. 258853 (CASE #11-1774, #09-0473) - Accept Mary Feldman, LPCC, to complete the substance use disorder evaluation.

Ruckreigle, Patrice, R.N. 340237 (CASE #14-1392) - Accept William A. Weaver, LISW-S, to complete the substance use disorder evaluation.

Hesler, Melissa, P.N. 115647 (CASE #19-1034, #18-7330) - Accept Carson Marshall, CDCA, to complete the substance use disorder evaluation.

Lee, Telisa, P.N. 172603 (CASE #19-2462) - Accept Asia Bolds-Hanns, LPC, to complete the mental health evaluation.

Fanti, Cynthia, P.N. 069921 (CASE #16-5625) - Accept LaVerne M. Jones, LISW, to complete the mental health evaluation.

Lindsey, Timothy, P.N. 160335 (CASE #18-6617, #18-6243) - Accept Brian T. Davis, LISW-S, to complete the mental health evaluation.

Thompson, Allysonn, P.N. 171898 (CASE #18-7367) - Accept John B. Hollis, LISW, to complete the mental health evaluation.

Neely, Ashlee, R.N. 462859 (CASE #18-5872) - Accept Laurene Saad-Younis, PsyD., to complete the mental health evaluation.

Abbott, Paula, R.N. 283101, APRN-CNP 08849 (CASE #12-1237) – Accept a nursing position with Integrated Medicine of Ohio, LLC, in Independence and Akron.
Lawrence, Charles, R.N. 318418 (CASE #17-1180) – Accept a nursing position as a nurse manager with Licking Memorial Hospital in Newark.

Holman, Tonesia, R.N. 421617 (CASE #15-3592) - Accept a nursing position as an interim Director of Nursing with Grande Oaks Embassy Healthcare Community in Oakwood Village.

Jarrett, Brandi, R.N. 367720 (CASE #19-0046, #19-1115) - Accept the learning plan submitted by Cheryl Cassis, MSN, RN.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

MISCELLANEOUS MONITORING MOTIONS
Action: It was moved by Patricia Sharpnack, seconded by Brenda Boggs, the Board approve the following, as recommended by Sandra Ranck, Supervising Member for Disciplinary Matters:

Clements, Kelly, R.N. 322278 (CASE #14-0615) - Accept the extensive orientation offered at Heartland of Bucyrus.

Armbruster, Philip, R.N. 197405 (CASE #15-4206, #14-6265) - Release from probationary terms and restrictions and the three-year temporary practice restrictions in the November 17, 2016 Consent Agreement.

Hagwood, Elissa, P.N. 158084 (CASE #18-1781, #18-1675, #17-6986) - Accept night shift assignments with current employer, Grande Pavilion Nursing & Rehabilitation.

Bancroft, Brandon, P.N. 164142 (CASE #19-0900, #19-0898, #18-5391) - Accept Janterria Matthews as Nursing Educator.

Shafer, Brooke, R.N. 468972 (CASE #19-3726) - Accept the substance use disorder evaluation completed by John Widmer, LPCC, and prior completion of reprimand requirements.

Rowe, Renee, P.N. 164733 (CASE #18-3686) - Accept Steven Johnston, LPCC-S, to complete the recommended twelve therapy sessions.

Dean, April, R.N. 327339 (CASE #15-7045, #15-5369) - Accept Vernajean Eggleston, LISW-S, to provide mental health counseling as required by the July 21, 2016 Consent Agreement.

McGucken, Rachel, R.N. 389734 (CASE #17-3946) - Accept Allan Brainard, LPCC-S, to complete mental health counseling as required by the January 25, 2018 Consent Agreement.
Swails, Shinita, R.N. 350202 (CASE #17-6137, #17-5856) - Reinstate per the probationary terms and restrictions of the September 27, 2018 Consent Agreement and accept Arielle Dipre, LISW, and William C. Hale, Ph.D., LICDC-CS to complete the substance use disorder evaluation.

Szabo, Taylor, P.N. 171900 (CASE #19-0208) - Accept the substance use disorder evaluation completed by Gina McCoy, LICDC-CS.

Burchett, David, R.N. 466779 (CASE #19-3150) - Accept the substance use disorder evaluation completed by Terence Donohue, LPCC.

Curtis-Hicks, Sara, R.N. 318189 (CASE #18-3373) - Accept completion of reprimand requirements and the mental health evaluation completed by Angela K. Ashby, LSW.

Washington, Jr., Gary, P.N. 155144 (CASE #18-4718) - Accept completion of reprimand requirements and the mental health evaluation completed by Lawrence McNickles, LISW.

Hoyd, Jamie, P.N. 125891 (CASE #18-3425) – Released from the probationary terms and restrictions of her Consent Agreement effective November 29, 2019.

Wilburn, Jeffry, R.N. 442314, P.N. 125445 (CASE #17-1005) - Released from the probationary terms and restrictions of his Consent Agreement effective November 29, 2019.

Martin, Jermaine, P.N. 147445 (CASE #18-6224) - Released from the probationary terms and restrictions of her Consent Agreement effective November 29, 2019.

Nikolic, Mary, R.N. 244109 (CASE #18-1398) - Released from the probationary terms and restrictions of her Consent Agreement effective November 29, 2019.

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

**COMPLETION OF REQUIREMENTS**

**Action:** It was moved by Lisa Klenke, seconded by Deborah Knueve, that the Board approve prior completion of Reprimand Consent Agreement(s) and/or Adjudication Order(s) terms and restrictions for the following:

Peterson, Eugenia, R.N. 306869, APRN-CNP 18179 (CASE #18-1004); Roberts, Felicia, R.N. 372638 (CASE #18-6815); Barr, Linda, P.N. 135091 (CASE #17-4439); Allen, Renee, P.N. 141967 (CASE #18-0122, #17-3412); Wesley, Melissa, R.N. 305045, APRN-CRNA 10550 (CASE #18-4619); Vankerkhove, Karen, R.N. 252773 (CASE #18-3782); Hudson, Christyn, R.N. 442507, P.N. 133996 (CASE #17-6741); Butcher, Rebecca, R.N. 465384 (CASE #19-3495); Lannert, Sarah, P.N. 169929 (CASE #18-6666); Clapper, Karry, R.N. 422693, APRN-CNP 19093 (CASE #18-0674); Nuzzo, Michael, R.N. 380769, APRN-CRNA 019405 (CASE #18-4622); Nethers, Stephanie,
Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

RELEASE FROM SUSPENSION/PROBATION – EARLY RELEASE – TEMPORARY PRACTICE RESTRICTIONS REMAIN

Action: It was moved by Brenda Boggs, seconded by Patricia Sharpnack, that the following, with the recommendation by Sandra Ranck, Supervising Member for Disciplinary Matters, be released from her Consent Agreement with the exception of the temporary practice restrictions that will remain in effect:

Bohannon, Mary, R.N. 265232 (CASE #13-0139).

Motion adopted by a majority vote of the Board members present with Sandra Ranck abstaining.

REPORTS TO THE BOARD

Open Forum – Thursday, November 21, 2019 at 9:35 a.m.

There were no participants for Open Forum.

Other Reports

Summary of Nursing Education Program Annual Reports

Lisa Emrich reviewed the summary of the nursing education program annual reports for the time period of July 1, 2018 through June 30, 2019.

NEALP Report

L. Emrich reviewed the annual NEALP Report provided by the Ohio Department of Higher Education (ODHE).

NEALP Funding Recommendation

L. Emrich reviewed the NEALP funding recommendation. The Board agreed by general consensus to recommend to ODHE that NEALP funding be provided for applicants who are pursuing graduate education to become nursing faculty,
then for applicants for RN education programs, and if funds are available, for pre-licensure PN applicants.

**Board Committee on Advisory Group Appointments**

**Continuing Education**

**Action:** It was moved by Lisa Klenke, seconded by Barbara Douglas, that the Board appoint Melanie Morris as a member of the Advisory Group on Continuing Education for a two-year term beginning January 1, 2020. Motion adopted by unanimous vote of the Board members present.

**Dialysis**

There were no applicants for appointment to the Advisory Group on Dialysis.

**Nursing Education**

**Action:** It was moved by Lisa Klenke, seconded by Sandra Ranck, that the Board appoint Judy Kreye, Connie Bowler, Christina Devlin, Suzanne Smith, Tiffany Kennerk, Crystal Goods and Katrina Kelley to the Advisory Group on Nursing Education for two-year terms beginning January 1, 2020. Motion adopted by unanimous vote of the Board members present.

**GENERAL INFORMATION (FYI)**

The Board reviewed the general information items.

**BOARD GOVERNANCE**

Prior to the nomination of Board Officers and appointment of the Board Hearing Committee members and alternates, President Sharpnack reviewed a memorandum specifying time commitments and responsibilities.

**Nomination of Board Officers**

**President**

Patricia Sharpnack nominated Lauralee Krabill; Brenda Boggs nominated Nancy Fellows for the office of President. Both accepted the nomination.

**Vice President**

Brenda Boggs nominated Joanna Ridgeway for the office of Vice President and she accepted the nomination.

**Supervising Member for Disciplinary Matters**

Lisa Ferguson Ramos discussed the scheduled in-office dates, conference calls, and other reviews needed. Patricia Sharpnack nominated Barbara Douglas for Supervising Member for Disciplinary Matters. B. Douglas declined the nomination due to the time commitment. Brenda Boggs nominated Sandra Beidelschies. S. Beidelschies declined the nomination due to the time commitment but stated she may be interested in the future. Brenda Boggs nominated Patricia Sharpnack who accepted the nomination.
Election of Board Officers

President
On Thursday, November 21, 2019, Nancy Fellows withdrew her nomination for President.

The first nominee for the office of President was Lauralee Krabill. A roll call vote was taken, and the Board members present unanimously voted “Yes” to elect Lauralee Krabill as President.

Vice President
The first nominee for the office of Vice President was Joanna Ridgeway. A roll call vote was taken, and the Board members present unanimously voted “Yes” to elect Joanna Ridgeway as Vice President.

Supervising Member for Disciplinary Matters
The first nominee for Supervising Member for Disciplinary Matters was Patricia Sharpnack. A roll call vote was taken, and the Board members present unanimously voted “Yes” to elect Patricia Sharpnack as Supervising Member for Disciplinary Matters.

Board members agreed that Sandra Ranck will continue as Supervising Member for Disciplinary Matters through December 31, 2019 and effective January 1, 2020, Patricia Sharpnack will become the Supervising Member for Disciplinary Matters.

Appointment of Advisory Group Chairs

Nursing Education
Action: It was moved by Brenda Boggs, seconded by Lauralee Krabill, that the Board appoint Patricia Sharpnack as Chair of the Advisory Group on Nursing Education to serve for a term of one-year, effective January 1, 2020. Motion adopted by unanimous vote of the Board members present.

Dialysis
Action: It was moved by Patricia Sharpnack, seconded by Lisa Klenke, that the Board appoint Barbara Douglas as Chair of the Advisory Group on Dialysis to serve for a term of one-year, effective January 1, 2020. Motion adopted by unanimous vote of the Board members present.

Continuing Education
Action: It was moved by Patricia Sharpnack, seconded by Barbara Douglas, that the Board appoint Lauralee Krabill as Chair of the Advisory Group on Continuing Education to serve for a term of one-year, effective January 1, 2020. Motion adopted by unanimous vote of the Board members.

Appointment of Board Hearing Committee
Action: It was moved by Patricia Sharpnack, seconded by Lisa Klenke, that the Board appoint Brenda Boggs, Sandra Beidelschies, and Nancy Fellows to serve
on the Board Hearing Committee, and Erin Keels, Deborah Knuelve, and Daniel Lehmann, as alternates, all serving for a term of one-year, effective February 29, 2020. Motion adopted by unanimous vote of the Board members present.

H. Fischer stated that the Board Hearing Committee will convene in 2020 on April 21, August 18, and October 6 and Melissa Riggins, Board staff Hearing Examiner would work with the Committee.

**Authorization for the Use of Hearing Examiners**

**Action:** It was moved by Brenda Boggs, seconded by Lauralee Krabill, that the Board authorize the use of hearing examiners for hearings during the period of January 1, 2020 through December 31, 2020. Motion adopted by unanimous vote of the Board members present.

**Authorization for the Supervising Member or President to Issue Notices of Immediate or Automatic Suspension and Orders of Summary Suspension**

**Action:** It was moved by Sandra Beidelschies, seconded by Brenda Boggs, that the Board authorize the Supervising Member for Disciplinary Matters, or the Board President, to issue notices of immediate suspension, automatic suspension in criminal cases as required by law, and orders of summary suspension for the period of January 1, 2020 through December 31, 2020. Motion adopted by unanimous vote of the Board members present.

**Authorization for the Use of Signature Stamps and Electronic Signatures**

**Action:** It was moved by Lauralee Krabill, seconded by Erin Keels, that the Board authorize the use of signature stamps and electronic signatures of the Board President, Supervising Member for Disciplinary Matters, and Executive Director, by designated staff for the period of January 1, 2020 through December 31, 2020. Motion adopted by unanimous vote of the Board members present.

**Authorization to Make Editorial Changes to Motions of the Board**

**Action:** It was moved by Erin Keels, seconded by Lauralee Krabill, that the Board authorize the Executive Director to make editorial changes to motions for the period of January 1, 2020 through December 31, 2020. Motion adopted by unanimous vote of the Board members present.

**Authorization for Designated Staff to Sign AP and PIIP Agreements**

**Action:** It was moved by Sandra Ranck, seconded by Joanna Ridgeway, that the Board authorize designated staff of the Alternative Program for Substance Use Disorder and the Practice Intervention and Improvement Program to sign program contracts on behalf of the Board for the period of January 1, 2020 through December 31, 2020. Motion adopted by unanimous vote of the Board members present.
Authorization for the Executive Director to Establish Standards of Employee Conduct

**Action:** It was moved by Daniel Lehmann, seconded by Sandra Ranck, that the Board authorize the Executive Director to establish standards of conduct for employees of the Board, including reviewing, revising, and/or re-approving existing standards of conduct. Motion adopted by unanimous vote of the Board members present.

Hotel for 2020 Board Meetings
Margo Pettis provided information regarding hotel reservations for the 2020 Board meetings and the Board Retreat.

NCSBN Meeting
The NCSBN Midyear Meeting is March 3-5, 2020. The Board President, Vice President, and Executive Director generally attend. Patricia Sharpnack, Brenda Boggs, Sandra Ranck and Sandra Beidelschies are also interested in attending. Board staff will request NCSBN Resource Funds to cover the expenses. Erin Keels stated she is available to attend the APRN Roundtable in April.

Proposed Dates for 2020
The Board reviewed the 2020 proposed dates for completing Board functions and work and the 2020 dates for the NCSBN meetings.

EVALUATION OF MEETING AND ADJOURNMENT
The Board recognized and thanked Lisa Klenke for her years of service as a Board member.

Lauralee Krabill thanked Lisa Emrich and the licensure staff for their timeliness in processing completion letters and examination license applications so applicants are receiving authorizations to test in about four business days.

Sandra Ranck thanked Lisa Ferguson-Ramos and the compliance staff for their hard work in managing a high number of disciplinary complaints, investigations, and preparation of legal documents for Board actions.

The Board discussed and agreed by consensus that the motions for education program approvals do not need to include the progress report submission dates; the dates are identified in the education program reports reviewed by the Board.
On Wednesday, November 20, 2019, the meeting adjourned at 1:30 p.m. On Thursday, November 21, 2019, the meeting adjourned at 11:55 a.m.

Patricia A. Sharpnack, DNP, RN
President

[Signature]

Attest:

Betsy Houchen, RN, MS, JD
Executive Director

[Signature]